

**REPORT OF THE
VIRGINIA DEPARTMENT OF SOCIAL SERVICES**

**A STUDY ON THE IMPLEMENTATION OF
THE VIRGINIA INDEPENDENCE PROGRAM
AND THE VIRGINIA INITIATIVE FOR
EMPLOYMENT NOT WELFARE IN THE
CULPEPER AND LYNCHBURG REGIONS**

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



SENATE DOCUMENT NO. 7

**COMMONWEALTH OF VIRGINIA
RICHMOND
1998**



COMMONWEALTH of VIRGINIA

Office of the Governor

George Allen
Governor

Robert C. Metcalf
Secretary of Health and Human Resources

November 17, 1997

TO: The Honorable George Allen

and

The General Assembly of Virginia

The report contained herein is pursuant to Senate Joint Resolution 356 as approved by the 1997 General Assembly.

As required by Senate Joint Resolution 356, the Virginia Department of Social Services, at the request of the Secretary of Health and Human Services, has started studying the effects of the implementation of the Virginia Independence Program and the Virginia Initiative for Employment not Welfare in the Culpeper and Lynchburg regions. This report presents preliminary data gathered in five areas: Employment; Education and Training; Transportation; Health Care; and Child Care. A final report with specific recommendations will be presented by November 15, 1998.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Robert C. Metcalf".

Robert C. Metcalf

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Executive Summary

Virginia began implementation of its welfare reform initiative more than two years ago on July 1, 1995. Through the Virginia Independence Program (VIP) and the Virginia Initiative for Employment not Welfare (VIEW), Virginia has shifted the underlying principle of cash assistance away from the long-term income maintenance program of the past toward a time-limited employment-based program leading to self sufficiency.

At the request of the 1997 General Assembly, this report discusses the implementation of VIEW in the Culpeper and Lynchburg areas--the first two regions to implement VIEW more than two years ago.

The study focuses on five main issues in the implementation and operation of the VIEW program:

- Employment,
- Education and Training,
- Transportation,
- Health care, and
- Child care.

Each of these issues are key to the success not simply of the VIEW program, but the participants in the program. For the first time, welfare recipients are seeking to leave behind dependence on government aid and become self-sufficient. However, the public assistance system has operated programs as pure entitlements for years, and the transition to the new spirit of personal responsibility, independence, and self-sufficiency is a difficult one. These five aspects of the VIEW program are crucial in order for VIEW participants to experience continued success.

This report is the first of two required by Senate Joint Resolution 356; the second and final report will be presented on November 15, 1998. For this preliminary report, the researchers decided to gather data from those who had experienced the program first-hand: local agencies and recipients. Through the local director's survey, issues and solutions were documented in the areas of employment, education and training, transportation, health care and child care. Additionally, input from clients that was gathered from client focus groups is included. From these two sources, proposals for future recommendations are presented in each of the five areas.

Purpose of Study

The 1997 General Assembly passed Senate Joint Resolution 356, (SJR 356) which requested the Secretary of Health and Human Resources to “*study methods to ensure the continued success of Virginia Initiative for Employment not Welfare (VIEW) clients as they work toward self-sufficiency. In conducting the study, the Secretary shall consider options for helping working families, with particular attention to those families who live in the first regions to implement the VIEW program.*” (A copy of the resolution can be found in Appendix 1.) SJR 356 requires the Secretary to submit his initial report and recommendations to the Governor and the 1998 General Assembly by November 15, 1997. The Secretary must submit his subsequent findings and final recommendations to the Governor and the 1999 General Assembly by November 15, 1998.

Changing the structure of Virginia’s welfare system has required considerable commitment from many state agencies, community groups and local social services agencies. Some valuable lessons have been learned from the Lynchburg and Culpeper areas, the first two regions to implement the Virginia Initiative for Employment not Welfare (VIEW) program. As the first of a two-part study, this report provides a description of the Virginia Independence Program (VIP) and VIEW, examines the initial experiences of agencies and families in the VIEW program and offers proposals for strengthening and enhancing VIEW. The Department realized that local agencies should be the primary source of information regarding implementation of VIEW and, consequently, conducted a survey of the localities in the first two phase-in regions. Their front-line experience with the program constitutes the majority of this first report. The second part, to be presented in November of 1998, will include additional findings and recommendations for VIEW participants and their families.

Overview of Welfare Reform in Virginia

Virginia’s welfare reform initiative, The Virginia Independence Program (VIP), was passed by the General Assembly in February of 1995. Provisions of the VIP program include:

- ***Diversionsary Assistance-*** *One-time cash payment to working families who face sudden, temporary loss of income in exchange for foregoing welfare benefits for 160 days.*
- ***Paternity Establishment-*** *Mothers are required to name the father of their children as a condition of benefits.*

- **Family Cap-** *There will be no increase in Temporary Assistance to Needy Families (TANF) benefits due to the birth of a child 10 months after a family begins receiving 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 to receive TANF benefits.*
- **Savings Incentive-** *Families will be allowed to accumulate \$5000.00 in savings if it is for education, home ownership, or starting a business.*
- **Immunization-** *TANF applicants will need to provide verification that all eligible children have received immunizations.*

The most significant component of VIP is the Virginia Initiative for Employment not Welfare (VIEW) program. The key components of the VIEW program 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 TANF recipients are required to work in exchange for their benefits. Options under this component are private-sector employment, wage-subsidized employment, part-time or temporary employment, and community work experience. VIEW participants must begin a work activity within 90 days of eligibility determination.*
- **Two-Year Time Limit-** *Eligibility for cash assistance continues for a total of 24 months. After this period is exhausted, the family can receive 12 months of transitional assistance, but then is ineligible for 24 months.*
- **Transitional Assistance-** *Families who close their TANF case are eligible to receive up to 12 months additional assistance to include child care, transportation, and medical assistance.*
- **Earned Income Disregards-** *VIEW families may continue to receive TANF for a total of 24 months as long as their income and TANF payment combined do not exceed 100 percent of the federal poverty level. In addition, the family can have 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.

The VIP program was implemented statewide on July 1, 1995, and implementation of the VIEW program has been phased in quarterly across the Commonwealth's 18 Economic Development Districts (EDDs), beginning with the Culpeper and Lynchburg regions (EDD 7 & 9 respectively). The Culpeper region, which includes the counties of Culpeper, Fauquier, Madison, Orange and Rappahannock, implemented VIEW on July 1, 1995. The Lynchburg region, which includes the counties of Amherst, Appomattox, Bedford and Campbell and the city of Lynchburg, implemented VIEW on October 1, 1995. Due to the positive results of VIP and VIEW as well as the requirements of national welfare reform, Governor Allen called for acceleration of the statewide implementation of VIEW. According to this accelerated schedule, all localities were operating VIEW as of October 1, 1997 -- a year and a half earlier than initially planned.

Virginia has experienced marked success in the first two years of implementation of the VIEW program. Much of the initial success of the VIEW program has been due to the cooperation of local social services agencies, local businesses, chambers of commerce, Private Industry Councils, the faith community and nonprofit organizations that have provided jobs, helped with transportation and day care, assisted with job placement and mentoring and volunteered their time. Local agencies have developed strong relationships with many sectors in their communities as they work together to address the local challenges of implementing welfare reform.

Senate Joint Resolution 356 recognized that VIEW families in the first regions to implement VIEW began to relinquish cash assistance benefits in July of 1997. One year later, depending on family income, these families may be unable to receive previously provided support services such as Medicaid, day care, and transportation. It is the Commonwealth's goal to continue to encourage cooperation within the communities to help individuals successfully complete the transition to self-sufficiency, to help families maintain and improve their new independent economic status, and to preserve the vitality of communities.

This study examines issues and presents options for VIEW families in the following areas: employment, education and training, child day care, transportation, and health care in addition to some general issues. This study focuses on the experiences of VIEW families and agencies in the Lynchburg and Culpeper regions as they reach their 24-month time limit on cash assistance.

Sources of Information

As previously noted, the primary source for this report is a survey of the local directors of the first ten agencies to implement VIEW.

Director's Survey

The Director's Survey (a copy of which can be found in Appendix 2) was distributed to and completed by all local Social Service directors in Economic Development Districts 7 and 9. The purpose of the survey was to gather information, from the local perspective, on the status of Employment, Education and Training, Health Care, Transportation and Day Care as they relate to the implementation of VIEW. The agencies in EDD 7 and 9 were targeted in this survey due to the fact that they were the first jurisdictions to implement VIEW. The following chart lists the counties and cities in the two regions that were surveyed:

ECONOMIC DEVELOPMENT DISTRICT #7 - CULPEPER REGION -	ECONOMIC DEVELOPMENT DISTRICT # 9 - LYNCHBURG REGION -
Culpeper County	Amherst County
Fauquier County	Appomattox County
Madison County	Bedford County
Orange County	Campbell County
Rappahannock County	Lynchburg City

Governor's Fellows Field Research

To complement the information from local directors, the report also includes anecdotes from interviews conducted by the Governor's Fellows. In the summer of 1997, the Governor's Fellows who were assigned to the Department of Social Services conducted field research regarding the VIEW program. By speaking with staff at local agencies, as well as VIEW participants and community partners, the Fellows gathered local responses to and reflections on welfare reform.

Client Focus Groups

In an effort to understand TANF recipients' experience in the program, the Department conducted focus groups with TANF recipients. Fourteen group sessions were held and a total of approximately 115 recipients attended. These two-hour group sessions, took place not only in the Culpeper and Lynchburg Economic Development

Districts, but also the five research sites for VIEW evaluation.

□ **Statistical Systems Data**

Additional data resources are included as Appendices 3 and 4. Appendix 3 contains a copy of the September 1997 VIEW monthly report produced by the Department of Social Services which includes detailed information on statewide case activity as well as Lynchburg and Culpeper regional case activity. Appendix 4 contains a copy of the Community Data Report produced by the Department of Economic Development which contains data on each Economic Development District in the Commonwealth.

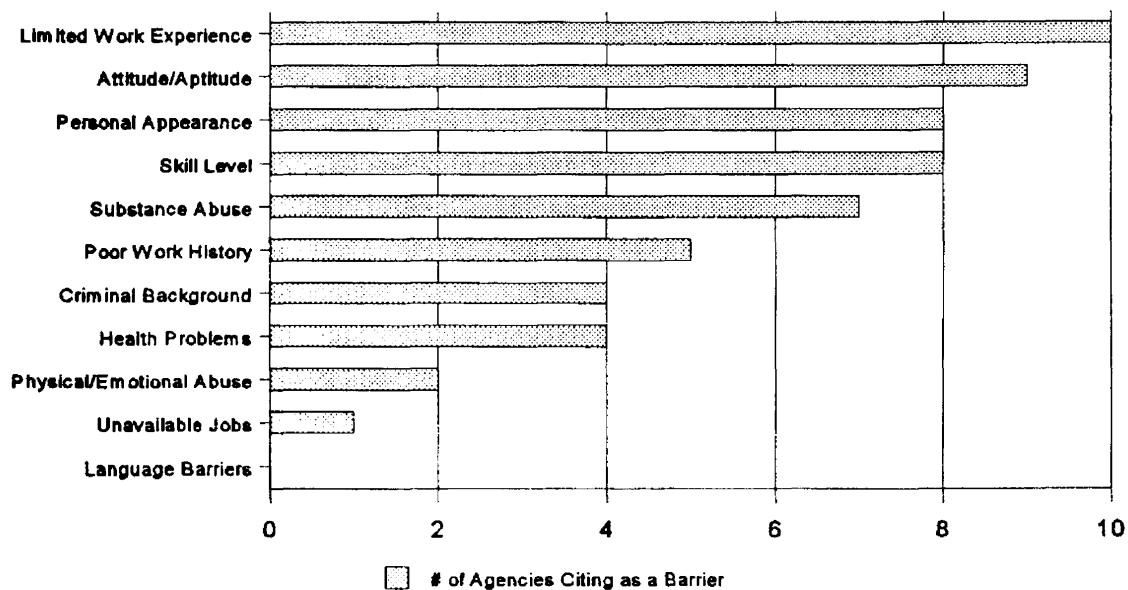
Employment

Employment is clearly essential to the VIEW program, as all able-bodied TANF recipients are required to work. The Department gathered information to determine areas of strength and weakness related to employment opportunities for welfare recipients in the Culpeper and Lynchburg regions.

Local Directors Survey

1. Barriers

The survey gave local directors the opportunity to rank the seriousness of various barriers to employment in their areas, as well as the open-ended opportunity to identify concerns.

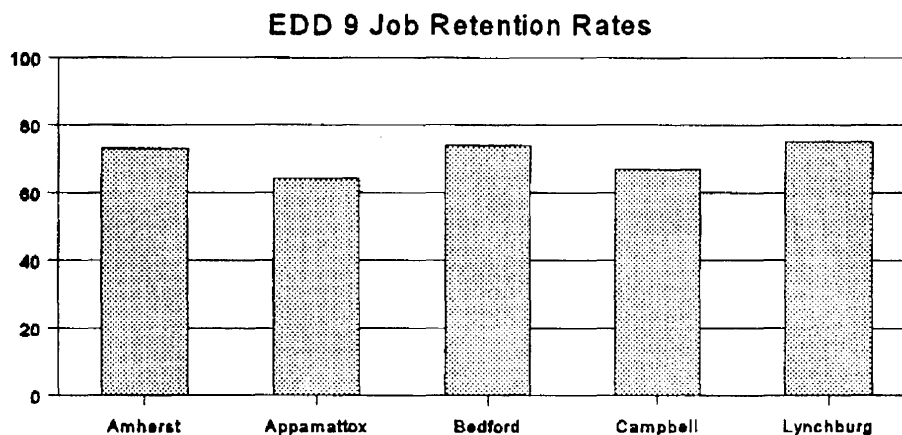
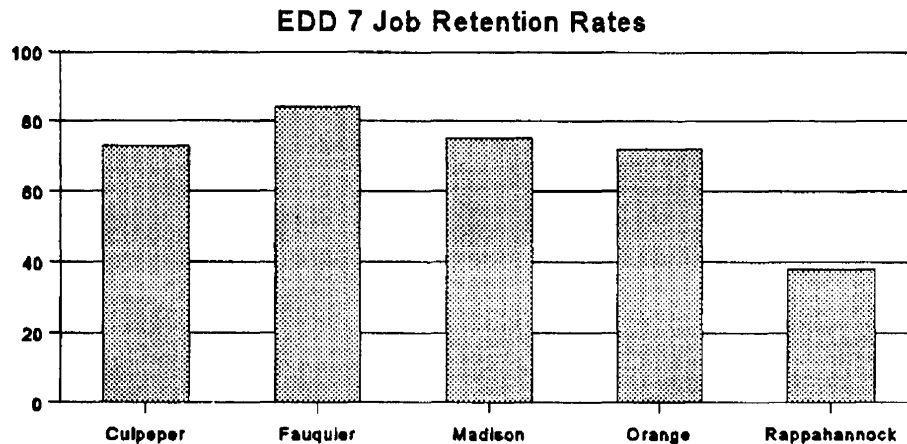


As is demonstrated by the chart, the most significant barriers to employment identified by the localities are: (1) limited work experience; (2) the attitude and aptitude of the participant; (3) personal appearance; and, (4) the skill level of the participant. In their survey responses, local agencies cite the Community Work Experience Program (CWEP) and job readiness training as solutions to the first three problems. Localities also suggest skills training for specific jobs or companies, as well as additional job skills training once participants are employed to encourage upward mobility.

2. Job Retention

Job retention is a significant measure for the VIEW program. How long after

clients begin a job do they remain in that job? To answer this question, the Department records whether VIEW clients are employed 90 days after they began employment. The job retention rate is the number of employed VIEW participants who have maintained employment for three months. Following are the 90-day retention rates for EDDs 7 and 9 (based on September 1997 DSS Statistical data):



The data shows an average of 76% job retention rate in EDD 7 (Culpeper) and a 72% retention rate in EDD 9 (Lynchburg). These retention rates are consistent with the general labor force for the occupations VIEW clients are entering. In the event that VIEW clients lose their job, the case workers are trained to help them focus on finding another job quickly.

Local agencies offered several suggestions as to how to improve job retention among their VIEW participants. Several agencies cited transportation as an issue which impacts job retention. If solutions to transportation issues can be resolved soon after the VIEW participants begin employment, agencies say that participants are more

likely to retain their jobs. Additionally, agencies believe job retention will improve if participants could secure better-paying, full-time jobs. Other localities cited life skills training as a key to helping VIEW participants retain employment.

Agencies were surveyed with regard to the frequency of their client's job changes:

Do clients change jobs frequently?	
70% of agencies	Yes
30% of agencies	No

Half of the agencies said that they perceive these job changes as a problem when there does not seem to be any upward movement. However, the other half of the agencies responded that they do not consider this type of job mobility a problem.

3. Job Development

As the following table shows, job development can occur in any number of ways, the goal being to connect VIEW participants with the needs of employers in the community.

HOW JOB DEVELOPMENT IS TAKING PLACE IN EDDs 7 & 9		
Client Initiative	Public Sector Initiative	Private Sector Initiative
<ul style="list-style-type: none"> • Clients have found good jobs on their own 	<ul style="list-style-type: none"> • Local agency has direct contact with employers, encouraging them to hire VIEW clients • Local government efforts • Local agency director • Welfare reform coordinator • Program manager • Director of Planning and Development for the county 	<ul style="list-style-type: none"> • Development is community and client specific • Individual employer contacts • Chamber of Commerce • Temporary agencies

Sixty percent of the local agencies that were surveyed said that more job development was needed in their community and 10% said that they were satisfied with the job development activities in their area. (30% of agencies did not respond to this

question.)

Localities offered many suggestions for helping VIEW participants become employed. Most recommendations pertained to networking with businesses and other community organizations, such as the Chamber of Commerce and Virginia Employment Commission. Also, they suggested a more in-depth case management focus on the participant in which the worker could identify needs as well as encourage upgrade of skills and education while the client is working.

Governor's Fellows Research

The following is a comment from a VIEW worker in EDD 7 with regard to employment:

- ▶ **Cathy Buncie, Culpeper Eligibility Worker**
The first paycheck they are feeling pretty good about themselves. It's good for parents and children to see the parents being able to buy their children little toys. This program is one of the best things that has ever come to this state.

Client Focus Groups

Generally, VIEW participants expressed a positive response to the VIEW program. Several clients said that they were employed prior to entering the VIEW program. A particular client emphasized that working had raised her self-esteem and said that this system provides participants a much better opportunity to meet their goals. Additionally, clients said that the VIEW program allows them to save money.

The following table shows how VIEW participants indicated they found jobs:

HOW VIEW PARTICIPANTS FOUND EMPLOYMENT	
• on their own	• going door-to-door
• through classified ads	• word of mouth

Recorded below are challenges that clients experienced as they began participation in the VIEW program, which were shared in the focus groups:

CHALLENGES NOTED BY VIEW PARTICIPANTS	
<ul style="list-style-type: none"> • Difficulty of finding a job which is compatible with day care availability 	<ul style="list-style-type: none"> • Transportation issues
<ul style="list-style-type: none"> • Unemployment rates 	<ul style="list-style-type: none"> • Stigma attached to hiring welfare recipients
<ul style="list-style-type: none"> • Perception that starting pay is always minimum wage for welfare recipients 	<ul style="list-style-type: none"> • Availability of full-time jobs

VIEW participants overall said that they most need job training, transportation, and support from their case workers.

Strengths and Challenges

For participants in the VIEW program, employment is the first essential step towards self-sufficiency. Many clients have begun this life-changing transition. The strengths and challenges in EDDs 7 and 9 are summarized below:

EMPLOYMENT	
STRENGTHS	CHALLENGES
VIEW participants have been successful in securing employment.	Substance abuse is a significant issue as many VIEW participants become employed.
CWEP program gives participants the opportunity to develop workplace skills.	Low skill level is common among VIEW participants.
Strong community connections are being built with businesses.	Low-wage, part-time jobs are sometimes the options available to VIEW participants.

Proposals

- **Develop skills training for employment services workers so that they will be better equipped to help VIEW participants secure employment.**
- **Provide substance abuse education for caseworkers since substance abuse by VIEW participants was identified as a significant barrier to employment.**
- **Increase availability of training on interpersonal skills, attitude and other “job readiness” classes in order to improve clients’ employability.**
- **Improve collaboration with the Virginia Employment Commission (VEC) since this agency is valuable resource for VIEW participants.**
- **Provide more in-depth assessment to help identify some barriers to employment earlier in the case management process.**

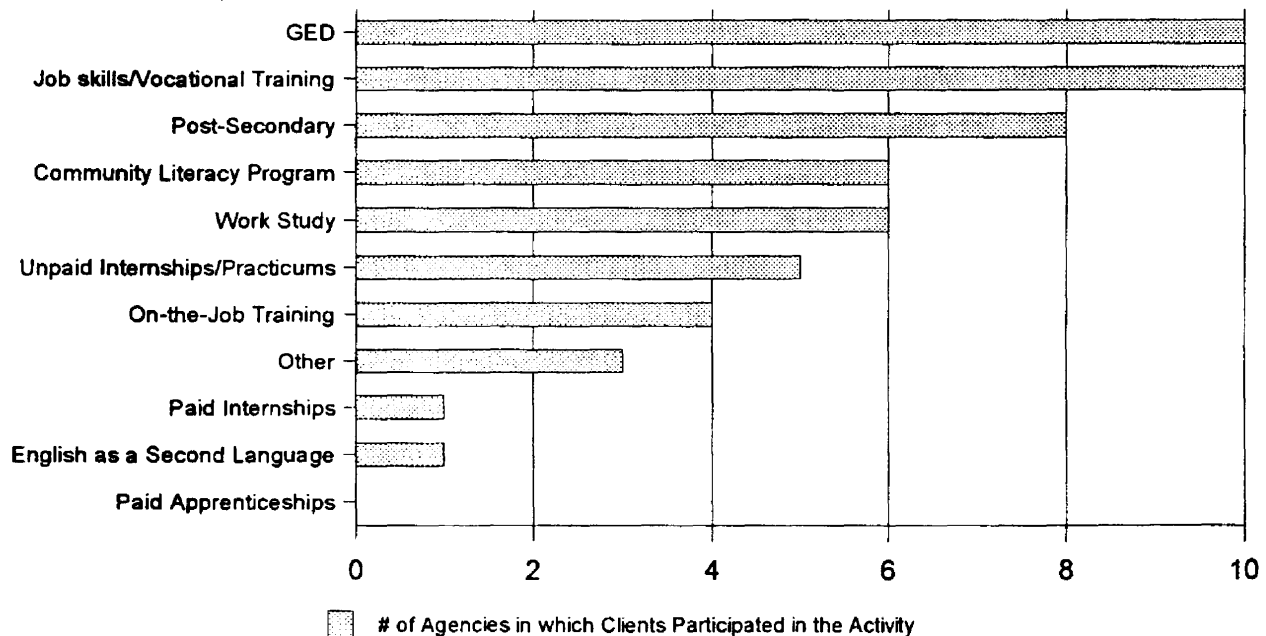
Education and Training

Education and training is significant in that it contributes to VIEW participants' skill development and upward mobility. The Department gathered information to determine the areas of strength and weakness related to education and training opportunities for welfare recipients.

Survey of Local Directors

1. Education and Training Activities

All agencies surveyed indicated that they take advantage of the flexibility allowed in policy for clients to participate in appropriate education and training opportunities in conjunction with work. The following graph shows the education and training activities in which VIEW participants in the Culpeper and Lynchburg regions are involved:



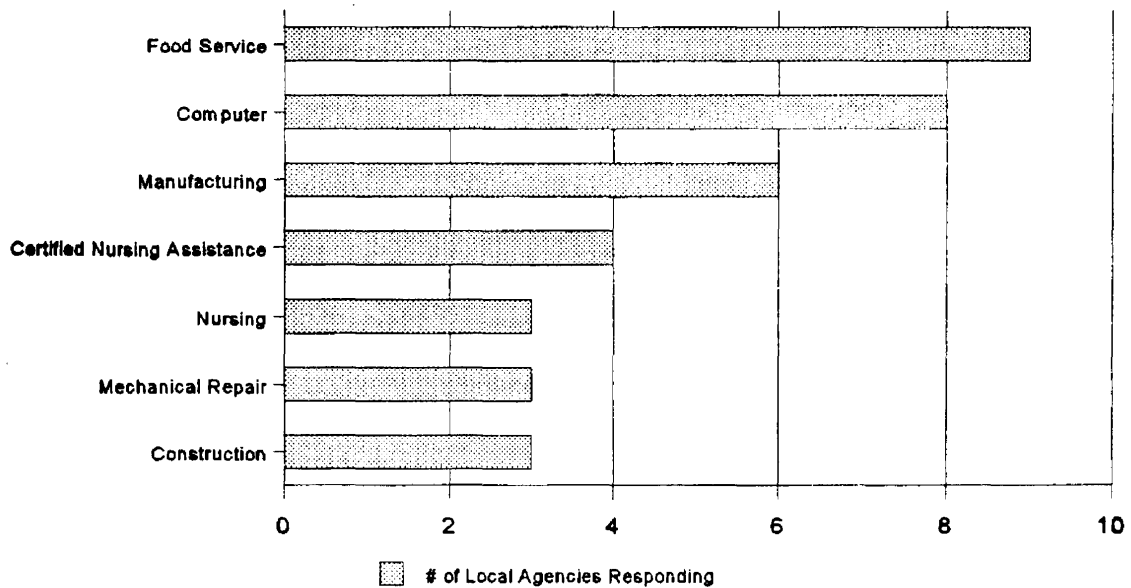
As demonstrated by the graph, all agencies surveyed had VIEW clients in General Equivalency Diploma (GED) and job skills/vocational education programs. Other activities frequently accessed are post-secondary education, community-based literacy programs, work study programs through college and unpaid practicums and internships through college. Under VIEW policy, hours spent in work study, internships and practicums are counted as work activity hours.

Client Focus Groups

In the focus groups of TANF recipients, some clients indicated that they are working and going to school concurrently; while others stated that they have discontinued their educational activities.

2. Skills in demand

Local agencies were asked to identify the skills that are in high demand in their localities. Although some needs for particular skills are unique to specific localities, as the chart below shows there are some universal skill demands:



As the chart indicates, workers who are competent in Food Service, Computer, Manufacturing and Health Care are likely to be able to meet a labor demand in their area. All agencies indicated that training is available for the skills they identified. Additionally, 60% of the agencies reported that there were short term programs available to VIEW participants to upgrade tangible skills to increase their earnings.

3. New Education and Training Opportunities

Local agencies have been working to develop education and training opportunities for VIEW program participants, as indicated in the chart below:

WHAT EDUCATION AND TRAINING OPPORTUNITIES ARE AGENCIES CREATING?	
Developing Private Contracts	70% of agencies
Community Colleges	40% of agencies
JTPA	40% of agencies

Community colleges have contributed by providing training for:

- Day care providers
- Records clerks
- Business skills
- Computer skills

Private contracts have been developed for :

- Computer skills training
- Motivational speakers
- Conflict resolution
- Job development
- Support services
- Job readiness
- Programs through school system
- Vocational rehabilitation

Most agencies report that the Jobs Training Partnership Act (JTPA) system is not utilized, or that criteria for the JTPA program does not meet their needs. Currently, there are statewide efforts to streamline programs to ensure that effective and efficient service is provided to the client population served by both DSS and JTPA.

Strengths and Challenges

The following is a summary of the strengths and challenges in EDDs 7 and 9:

EDUCATION AND TRAINING	
STRENGTHS	CHALLENGES
All agencies are taking advantage of Education and Training activities.	Further cooperation and collaboration with community colleges should take place.
Training is available for those skills that are in high demand.	Further cooperation and collaboration with JTPA should take place.
60% of localities have skill upgrading programs.	Only one agency reported paid internship programs.
70% of agencies have developed contracts for education and training.	

Proposals

- Improve collaboration of JTPA and DSS services so that the maximum amount of resources may be directed to helping VIEW participants improve their skills and work towards self-sufficiency.
- Continue to work with community colleges to develop short-term skills training that includes links to the labor market.

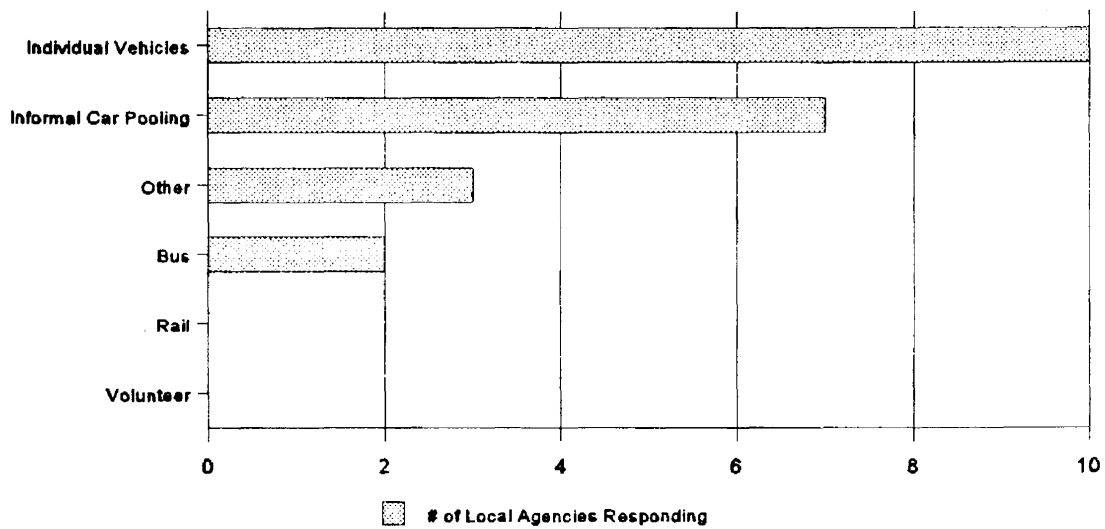
Transportation

Transportation is one of the supportive services funded by the VIEW program because it is so essential in helping participants become employed and move toward self-sufficiency. The Department gathered information to determine areas of strength and weakness related to transportation options for welfare recipients.

Survey of Local Directors

1. Current Transportation Options

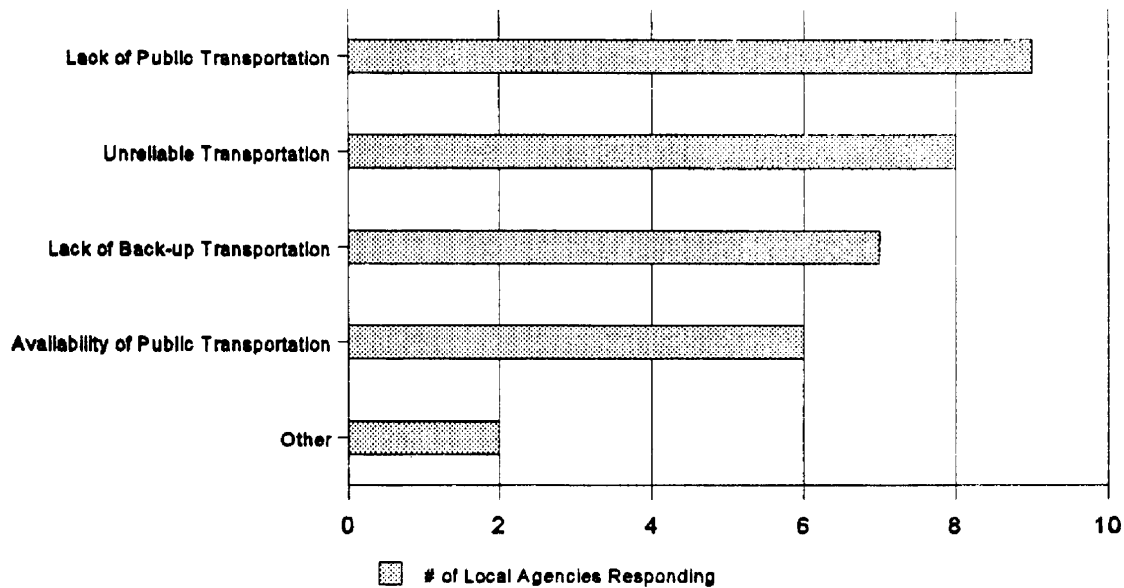
Local directors were asked to identify the transportation options that currently exist in their localities:



As the chart indicates, individual vehicles and informal car pooling are the most widely used forms of transportation for VIEW participants in the localities that were surveyed. Because the Lynchburg and Culpeper regions are largely rural, individual car ownership appears to be the most realistic and dependable transportation option.

2. Transportation Challenges

Ninety percent of the agencies surveyed reported that transportation issues present challenges in the implementation of VIEW. As the graph below indicates, local agencies were given the opportunity to rank the issues that often lead to transportation problems among VIEW participants.

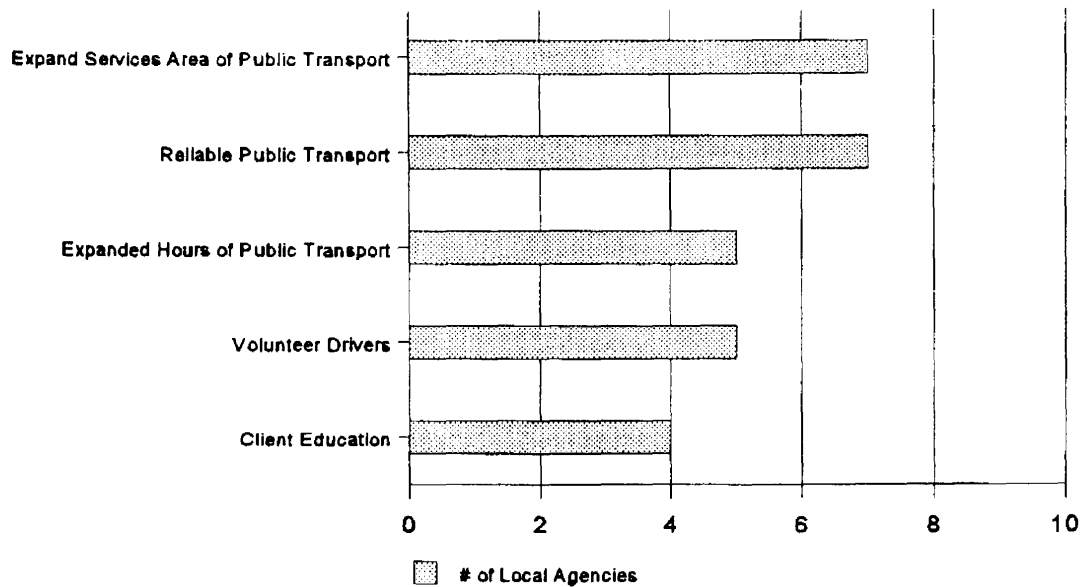


Additionally, as the table below shows, many agencies reported that VIEW participants lost jobs due to lack of transportation. Localities also identified that a lack of transportation was a significant barrier to employment.

Have any of your VIEW participants lost jobs due to lack of transportation?	70% of agencies said YES
Do you see lack of transportation as a major barrier to sustained employment for families after the 24 month benefit period has ended?	70% of agencies said YES

3. Solutions

Agencies have identified solutions that they believe will alleviate transportation problems. As VIEW clients first become employed, it is likely that they will need to rely heavily upon public transport. Expanding service areas and hours of operation for public transportation systems will go a long way in supporting VIEW participants' employment until they are able to purchase vehicles. The agencies' proposed solutions are depicted in the following chart:



As the chart below shows, transportation challenges are often resolved with community solutions. Agencies have developed innovative approaches with community resources to address issues related to VIEW participants' transportation:

TRANSPORTATION SOLUTIONS	
Collaborate with the Agency on Aging to provide transportation.	Form a committee to work with local transit company.
Publicize starter cars for less than \$1,000 on the agency bulletin board.	Work with adjoining county to address driver's education issues.
Establish a car donation and repair program.	Develop care maintenance volunteer system.
Purchase driving lessons.	Providing transportation (personally), when necessary.
Finance loan program, create loan pool for cars	Provide limited assistance with fees, fines and costs

Client Focus Groups

In the context of the client focus groups, VIEW participants reported that they liked the more generous provisions for vehicle allowances.

Strengths and Challenges

Because the Culpeper and Lynchburg regions are largely rural, the lack of transportation is a significant barrier to employment for many VIEW participants working toward self-sufficiency in these regions. Local agencies have developed innovative strategies with community partners. It appears that individual car ownership is the best transportation solution in rural regions. The following chart summarizes EDDs 7 and 9 transportation issues.

TRANSPORTATION	
STRENGTHS	CHALLENGES
Localities have successfully pooled the communities' resources to meet the clients' needs.	General lack of public transportation.
The 1997 General Assembly set aside funds in the budget for the specific purpose of developing transportation options for VIEW clients. Localities will submit proposals to receive these funds.	Many VIEW participants have unreliable transportation.

Proposals

- Encourage rural localities to develop a program in which VIEW clients could obtain loans for the purchase of vehicles. Funding for such programs is available through transportation grants.
- Work with local entities to increase public transportation where appropriate, i.e., extended hours for late shifts.

Health Care

The Department gathered information to determine areas of strength and weakness related to health care options for welfare recipients.

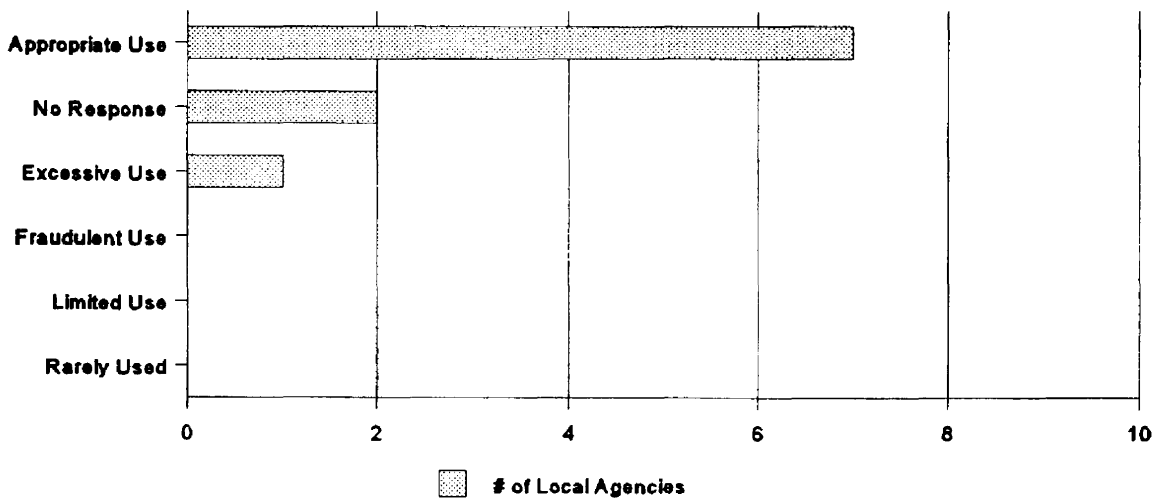
Survey of Local Directors

1. Access to Health Care

Agencies were asked to respond regarding the health care needs of VIEW clients. As the table below shows, responses indicate that access to health care (Medicaid) for VIEW families is not a problem in 80% of the agencies surveyed.

IS ACCESS TO HEALTH CARE A PROBLEM FOR VIEW FAMILIES?	
80% of agencies responded: NO	20% of agencies responded: YES

Additionally, as the following graphs shows, most agencies responded that VIEW clients were using Medicaid services appropriately:



2. Additional Health Care Needs

Though Medicaid is available to all VIEW families, there are some challenges with regard to access to dental services for children as well as dental

and vision care for adults. Ten percent of the localities surveyed noted that there is a lack of Medicaid-enrolled providers.

The following chart indicates the agencies response regarding what clients do when health care is not available:

WHAT DO CLIENTS DO IN THE ABSENCE OF HEALTH CARE AVAILABILITY?	
Emergency rooms are used excessively (40%)	Access free health clinics (30%)
Public Health departments are used excessively (20%)	Needed care is not received (50%)

Other input was gathered from the localities with regard to additional resource needs and the immunization policy as indicated in the following chart:

ARE THERE ANY ADDITIONAL RESOURCES NEEDED IN YOUR COMMUNITY FOR HEALTH CARE?	HOW HAVE THE NEW POLICIES REGARDING IMMUNIZATION AFFECTED YOUR VIEW POPULATION?
60% of the agencies said - YES	60% reported that there has been an increase in the number of children immunized
40% of the agencies said - NO	20% reported that clients have been sanctioned for lack of compliance

3. Health Care Options after TANF

Because only approximately 10% of VIEW families that have received 24 months of TANF assistance have health care plans with their employers, it is important to investigate other options for health care coverage for this population. The availability of health care coverage for individuals leaving TANF is dependent on several factors. Families who are leaving TANF cash assistance will receive transitional Medicaid coverage for up to 12 months following their case closure.

After the 12 months of transitional Medicaid coverage have expired, individuals will only be eligible for Medicaid if they meet covered group and eligibility requirements. As the following chart shows, there are several options for medical care for families at this point:

OPTIONS FOR FAMILIES
Coverage under Medically Indigent (MI)
Coverage under Medically Needy (MN)
Coverage under Health Insurance Premium Payment Program (HIPP)

Most children are screened against the Medically Indigent (MI) criteria, which do not include a resource test. These groups are:

- Children under six years, with income up to 133% of federal poverty level (FPL)
- Children ages six to 19, with income up to 100% of FPL
- Pregnant women (regardless of age), with income up to 133% FPL

Children who exceed the MI income limits may be evaluated for Medically Needy (MN) coverage. MN eligibility has resource and income limits which are substantially below the FPL.

Parents or caretakers of children who have exhausted transitional Medicaid coverage must meet one of the following Medicaid covered groups in order to be eligible for Medicaid:

- Low Income Families with Children, which is based on TANF methodology in existence on July 16, 1996. Income cap is very low.
- Aged: 65 years of age or older
- Blind
- Disabled: This is the same disability criteria used by the Social Security Administration for Title II and Title XVI.

Typically, adults between the ages of 19 and 65 do not meet a Medicaid covered group unless they are blind, disabled or the parent or caretaker relative of a deprived dependent child.

Another option for medical care for families is participation in the Health Insurance Premium Payment Program (HIPP). If an employer health insurance plan is available to the parent and is cost effective, as determined by the Department of Medical Assistance Services, Medicaid will pay the insurance premium for family coverage. Because there are no financial criteria, the HIPP program may allow otherwise Medicaid ineligible individual within the family to have medical coverage.

Strengths and Challenges

The following is a summary of strengths and challenges in EDDs 7 and 9 with regard to medical care:

MEDICAL CARE	
STRENGTHS	CHALLENGES
VIEW participants are guaranteed Medicaid coverage for three years.	There are few VIEW participants whose first job provides health insurance.
There are a wide range of medical options for families after they have completed the VIEW program.	There is a general lack of availability for dental and eye care.

Proposals

- Educate DSS workers and VIEW participants on health care options after transitional Medicaid ends.
- Work to increase the number of Medicaid providers, particularly dentists.

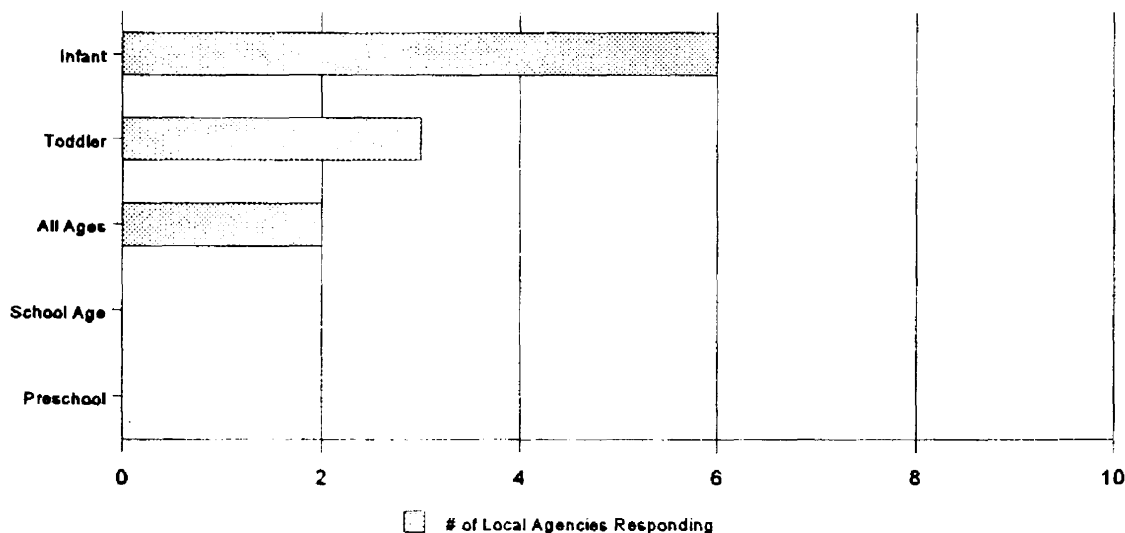
Child Care

Like transportation, child care is an essential support for employment. The Department gathered information to determine areas of strength and weakness related to child care opportunities for VIEW participants.

Survey of Local Directors

1. Availability of Providers

In the survey, local directors had the opportunity to offer their concerns regarding the availability of child care. First, as the following graph shows, they responded regarding their concern for availability of care for children in certain age groups:

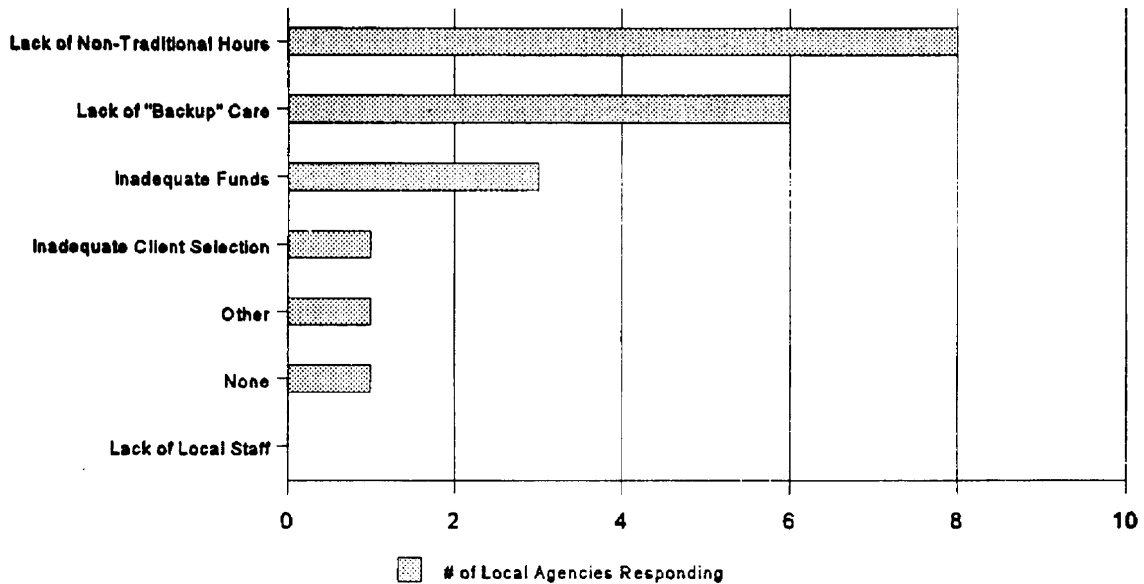


As is shown in the graph, the agencies do not perceive a particular lack of child care for school age and preschool children. However, two agencies, Fauquier and Madison, did state that there was a general lack of providers in their areas for children of all ages.

It is clear that the greatest need in the surveyed localities is for providers serving infants and toddlers. DSS staff suggests that this scarcity of providers is due to the fact that regulation requires a higher day care worker-to-child ratio in infant care settings, which raises costs.

2. Difficulties with Day Care

There are also other issues related to securing day care for a VIEW participant, such as the availability of care during non-traditional hours. Some VIEW participants may take a job in which they need to work during a night shift or other odd times, consequently making child care arrangements more complicated. The following are some of the agencies' other concerns related to child care for VIEW participants:



In addition to lack of care during non-traditional hours, the next greatest concern is with regard to "back-up" care. When child care falls through, localities are concerned that clients do not have alternate arrangements.

Some discussion of day care funding was included in the agencies' responses. A few agencies noted that inadequate funding for day care was an issue. Additionally, in the "Other" category, several agencies stated that the Fee System/At-Risk day care dollars (for non-TANF working families) were not adequate to meet the demand.

No agencies expressed concern that lack of staff was affecting the provision of day care services. Also, one agency noted that there were no problems with day care in their area.

However, though there seem to be some availability challenges, as the following chart shows, child care has not been a complete barrier to employment

for any clients in the first phase-in regions:

HAVE ANY VIEW PARTICIPANTS LOST JOBS DUE TO INADEQUATE OR INSUFFICIENT DAY CARE?	
Yes	30% of agencies
No	50% of agencies
Unknown	20% of agencies

IF YES, HOW MANY?	
Lynchburg	14 participants
Fauquier	Unknown
Bedford	10 participants
Madison	<5 participants

Solutions were found in each of the cases above for which child care was an initial barrier:

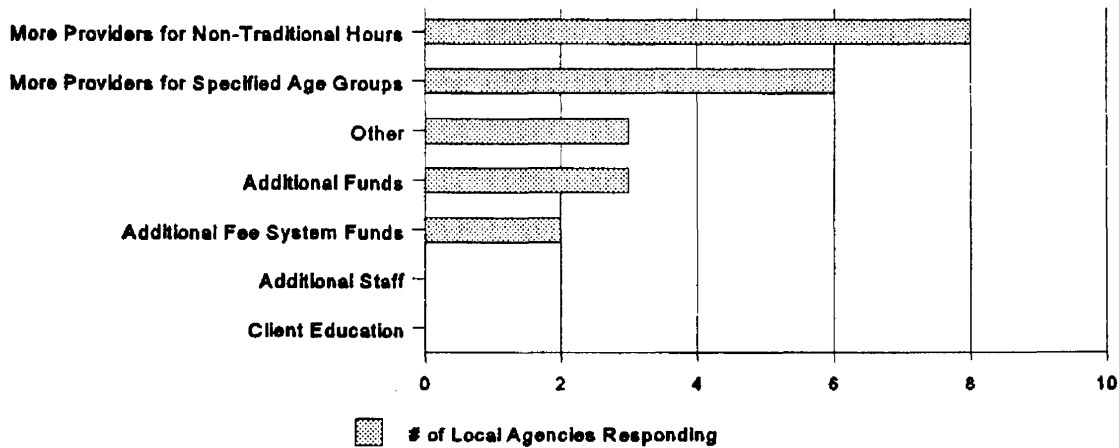
- some clients found employment that was more compatible with available care;
- others changed their work schedules;
- others secured relative care rather than center care; and
- one client was placed in VIEW inactive status* while seeking an appropriate child care arrangement.

(*VIEW inactive status is available to program participants for a number of reasons, including lack of child care, and allows the client to be temporarily exempt from work requirements and time limits for renewable 30-day increments.)

3. Day Care Solutions

The local directors were asked what they needed to solve the problems with day care that had arisen in their communities. The following graphs

represents their responses:



Agencies said that their localities need more providers who offer care during the needed hours and for the underserved age groups. Additionally, they cited increased funding as an option for solving these problems. However, no agencies who were surveyed requested additional staff or considered client education regarding selection of care a solution.

4. Agency Steps to Address Challenges

In their survey responses, the local agencies included the ideas that they are implementing to solve these challenges in their communities:

LOCAL AGENCY CHILD CARE INITIATIVES		
Case Management	Community Networking	Outreach
<ul style="list-style-type: none"> • Work with individual clients • Work to identify problems with child care • Counsel clients on how to find resources 	<ul style="list-style-type: none"> • Set up referral systems • Recruit agency-approved providers of non-traditional hours • Identify problems to community and church groups • Create Community Child Care Task Force • Recruit and train providers through Extension Services 	<ul style="list-style-type: none"> • Recruit "non-traditional" hours care • Publicize need to potential providers • Work directly with child care centers • Look for providers outside of the area • Place advertisements in newspaper

As the following chart shows, the survey also provided an opportunity for local agencies to discuss child care after the 24-month benefit period expires:

DO YOU SEE DAY CARE AS A MAJOR BARRIER TO SUSTAINED EMPLOYMENT AFTER 24 MONTHS?	
Yes	30% of agencies
No	60% of agencies
Minor barrier	10% of agencies

Finally, agencies were asked to offer their suggestions on how to best assist VIEW participants with day care:

LOCAL AGENCY SUGGESTIONS FOR ASSISTING CLIENTS WITH DAY CARE NEEDS		
Case Management	Agency Operations	Outreach
<ul style="list-style-type: none"> • Involve client in the voucher process • Remind client that TANF is time-limited • Emphasize that assistance is for an employment activity • Encourage client to report job changes as soon as possible • Empower customer by involving them in securing appropriate day care 	<ul style="list-style-type: none"> • Approve services with a copy of activity plan as application • Use available funding to prevent dependency and promote self-sufficiency • Work closely with the worker who approves providers to ensure that these are done in a timely manner. • Do not use agency paid child care while client is at home or out grocery shopping 	<ul style="list-style-type: none"> • Cultivate evening/weekend providers as much as possible • Raise rates for off-hour, split-shift child care providers • Identify all day care resources in your area early in implementation • Meet with churches and encourage them to open day care centers

Client Focus Groups

Clients made one point in the focus groups regarding child care as it relates to employment. Some clients stated, as agencies noted above, that it is difficult to find a job that is compatible with the hours in which day care is available.

Strengths and Challenges

The following is a summary of the issues in EDD 7 and 9 related to child care for children of VIEW participants:

CHILD CARE	
STRENGTHS	CHALLENGES
Funding for child care is guaranteed for the two years a client is in the VIEW program and during the transitional year.	There is low availability for care during non-traditional hours.
The fee system is available to low income working families, as funds allow.	There are similar availability difficulties with infant and toddler care.
Localities have discovered innovative solutions to specific transportation challenges.	Fee system funds will not be available to each eligible family, but only as funds allow.

Proposals

- Non-traditional work hours day care is needed. The Child Day Care Unit within the Department of Social Services will seek to increase the availability of providers for this identified area.
- Special child care services are needed for evening and weekend care, for disabled children, and for mildly ill children. Local social services agencies should contact local child care providers and provider organizations to solicit their involvement in providing these services. Since the actual client base may be small, special contract with or grants to providers may be called for. Providers may also recruit businesses that employ a sizeable workforce during evenings and weekends, in cooperation with social services.

Conclusion

This report provides a depiction of local agencies' in the Culpeper and Lynchburg regions experiences with the VIEW program. It is apparent that clients have met with much success and have faced some rather substantial challenges as well. Health care, transportation, and child care are integral to clients' success in the working world. The support of private and non-profit sectors has proven to be invaluable as these clients transition to self-sufficiency and take responsibility for their lives and their families. The proposals included in this report are suggestions to consider as VIEW implementation continues.

Over the course of the next year, the Department will continue to study the VIEW program and provide the Governor and the 1999 General Assembly additional data and recommendations by November 15, 1998.

Appendix I

SENATE JOINT RESOLUTION NO. 356

Requesting the Secretary of Health and Human Resources, with the assistance of the Advisory Commission on Welfare Reform, to study methods to ensure the continued success of Virginia Initiative for Employment Not Welfare (VIEW) clients as they work toward self-sufficiency.

Agreed to by the Senate, February 17, 1997

Agreed to by the House of Delegates, February 13, 1997

WHEREAS, quarterly implementation of the Virginia Initiative for Employment Not Welfare (VIEW) began in Culpeper, Fauquier, Madison, Orange, and Rappahannock Counties on July 1, 1995, and in Amherst, Appomattox, Bedford, and Campbell Counties and the Cities of Bedford and Lynchburg on October 1, 1995, and has continued in other regions of the Commonwealth; and

WHEREAS, because of encouraging early results and the requirements of national welfare reform, statewide implementation of the VIEW program has been accelerated and will be complete by October 1, 1997; and

WHEREAS, by the end of the 1996 fiscal year, declines in welfare caseloads had saved \$24 million in state and federal funds and 69 percent of VIEW participants required to be in a work activity had earned \$2.7 million in addition to AFDC benefits; and

WHEREAS, much of the initial success of the VIEW program has been due to the cooperation of local businesses, chambers of commerce, local social services agencies, Private Industry Councils, and church groups that have provided jobs, helped with transportation, and volunteered their time; and

WHEREAS, VIEW participants in the first group of localities to implement the VIEW program will begin to relinquish cash assistance benefits in July of 1997 and one year later these individuals may not be able to rely on previously provided support services such as Medicaid, day care, and transportation; and

WHEREAS, the Commonwealth wants to encourage efforts in cooperation with the private sector to help individuals complete successfully the transition to self-sufficiency, to help families maintain and improve their new independent economic status, and to preserve the vitality of communities; now, therefore; be it

RESOLVED by the Senate, the House of Delegates concurring, That the Secretary of Health and Human Resources, with the assistance of the Advisory Commission on Welfare Reform, be requested to study methods to ensure the continued success of Virginia Initiative for Employment Not Welfare (VIEW) clients as they work toward self-sufficiency. In conducting the study, the Secretary shall consider options for helping working families, with particular attention to those families who live in the first regions to implement the VIEW program. Such options shall include, but not be limited to, expanding employment opportunities, increasing the availability and accessibility of quality child day care and transportation assistance, expanding training and education opportunities, and examining health care availability. The Secretary shall also study specific topics referred to it by the 1997 Session of the General Assembly, including Senate Joint Resolution No. 346 on welfare fraud and Senate Joint Resolution No. 303 on drug testing of recipients of cash assistance to needy families in Virginia.

All agencies of the Commonwealth shall provide assistance to the Secretary of Health and Human Resources for this study, upon request.

The Secretary shall complete his work in time to submit his initial findings and recommendations by November 15, 1997, to the Governor and the 1998 Session of the General Assembly, and his subsequent findings and recommendations by November 15, 1998, to the Governor and the 1999 Session of the General Assembly, as provided in the procedures of the Division of Legislative Automated Systems for the processing of legislative documents.

Appendix II

In General

1. Please indicate if any unusual circumstances or problems arose in the process of implementing the following:
(Number of agencies/ Percent of agencies)

5/ 50%	Compulsory School Attendance Policy
1/10%	Minor Parent Residency
1/10%	Family Cap
1/10%	Requirement to Cooperate with Paternity Establishment
1/10%	Diversion Assistance program
3/30%	24 month time limit
2/20%	Income disregard
1/10%	VIEW

- 1A. If indicated, please explain: *(Agency comments)*

- ***Compulsory school attendance policy is not clear, not in usable format for school personnel***
- ***Lack of consistent definition of truancy***
- ***There will be a few case that will be of high risk neglect because of no income***
- ***No automated support for program***
- ***Clarify, "if pregnant woman closes TANF before baby is born, can she reapply and be eligible?"***

2. What "wrap around" services are available in your community to VIEW families after the TANF check is stopped?
(Number of agencies/Percent of agencies)

8/80%	Food banks
5/50%	Mentorship programs
3/30%	Voluntary transportation initiatives
0/0%	Voluntary/ Charitable day care initiatives
2/20%	Other- please explain: <i>(Agency comments)</i>

- ***Salvation Army, for sudden unexpected emergencies***
- ***Church Groups***
- ***Soup Kitchens***
- ***Community Action Organizations***
- ***Homeless Shelters***
- ***None***

3. Overall, has anything surprised you about the implementation of VIEW?
(Number of agencies/ Percent of agencies)

7/70 % Yes
3/30% No

3A. If yes, please explain: (Agency comments)

- *How well it has gone*
- *VIEW has been much easier to implement than expected*
- *TANF clients are dealing with it very well*
- *Clients find jobs more quickly than expected*
- *More successful than I thought, Although I was a strong supporter of it (VIEW)*
- *Has gone smoother than I thought*
- *Great first step, long way to go*
- *Process went better than ESP worker thought*
- *A larger population became employed than expected*
- *The consistent inability to provide automated support. The consistent reliance on anecdotal data to evaluate the program*
- *There is a tremendous benefit to clients who sign the Agreement of Personal Responsibility before obtaining a job compared to those who find jobs first. Does not support equality of TANF vs. those who are more self-sufficient*
- *Impact of the 24 months is real, may reduce number of births to mothers receiving assistance*
- *Consider having one VIEW worker provide VIEW and support services to reduce number of workers client has to deal with*
- *A caseload of 25-35 requires more than 40 hours a week (for Employment Services worker). At the end of the 2 years it is more like 20 hours a week workload for ESW*
- *Minor parent residency- we have seen 2 or 3 non abuse related cases, where we feel it is in the minor parent's best interest not to be in the (minor parent's) parent's home, but under current policy, we could not approve the TANF benefits unless the minor parent maintained residency*
- *Diversion Assistance- Policy is not flexible enough. The cap is too low*
- *Income disregard should go into effect upon determination of TANF eligibility rather than upon signature of the agreement of personal responsibility*
- *The willingness of customers to find employment so quickly and the large reduction of public assistance ongoing and new cases*

- ***How most participants are content with minimum wage jobs and how most have no motivation to seek skills to get ahead***
- ***How clients are positive and enthusiastic about VIEW once they obtain employment***
- ***How there was a very little need for CWEP sites***
- ***That we would be able to place 80% of our participants in unsubsidized employment, that 93% of the placements are full time and that 85% have been employed 90 days or longer!***
- ***The excellent cooperation with the local school system, area employers and helping agencies.***
- ***The low number of appeals***
- ***That no children, in Lynchburg, have come into foster care as a result of welfare reform***
- ***The extent to which communication between units in our agency would increase***

Employment

1. Other than day care and transportation, what are the most significant barriers to employment for VIEW participants in your locality?
(Number of agencies/ Percent of agencies)

1/ 10%	Unavailability of jobs
8/ 80%	Skill level of participant
9/ 90%	Attitude and aptitude of participant
7/ 70%	Substance abuse
2/ 20%	Physical/ Emotional abuse
4/ 40%	Health problems of participant or child
4/ 40%	Criminal background
10/100%	Limited work experience
5/ 50%	History of being fired or laid off from jobs
0	Language barriers
8/ 80%	Poor interpersonal skills/ poor grooming/ hygiene
	Other- please indicate: <i>(Agency comments)</i>

- *Founded CPS (Child Protective Service) reports*
- *Undiagnosed mental health issues*

- 1A. What do you think is needed to address these problems?

- *Skills training for particular machines witch local companies operate*
- *Many clients are not pushing to succeed beyond full time employment because they don't think TANF will end*
- *Time and money*
- *CWEP helped with limited experienced clients*
- *Education for hygiene problems*
- *Much can be addressed in job readiness training and CWEP placements*
- *Skills training for upgrade while working part-time*
- *One on one effort at the local level*
- *More time and staff*

2. For those “under-employed” (low wages, part-time, no benefits), what is the next step? *(Agency comments)*

- *Varies by client*
- *Push towards full time employment, build skill level*
- *Maintain part- time employment to stay marketable in job search*
- *Child support enforcement payments*
- *Pursuing multiple streams of income*
- *Job skills training (4 agencies)*
- *Getting a second job for additional income*
- *Combining household expenses*
- *Encourage employment with career track employers*
- *Continually feed customers information on better jobs*
- *VEC and JTPA involvement to offer services to elevate participants to employment with benefits, full time hours, more career oriented*
- *Don't know, some might not be able to go beyond because of abilities to improve skills*

3. What is the job retention rate in your locality? (90 day- July 1997)

<u>EDD 7</u>		<u>EDD 9</u>	
Culpeper	69%	Amherst	71%
Fauquier	81%	Appomattox	53%
Madison	76%	Bedford	57%
Orange	63%	Campbell	62%
Rappahannock	56%	Lynchburg	73%

3A. What is needed to improve job retention in your locality?
(Agency comments)

- *Transportation and full time jobs*
- *Don't know*
- *Solve transportation problems before losing jobs*
- *Communication between client and DSS worker*

- **Further life skills training**
- **Not sure,, improved attitudes, better pay**

3B. Do clients change jobs frequently?

7/ 70% Yes
 3/ 30% No

B(1). Do you perceive this as a problem?

5/50% Yes *(When there does not seem to be any upward movement)*
 5/ 50% No

4. How is job development occurring in your community? *(Agency comments)*

- **Direct, regular contact w/ employers encouraging them to hire VIEW clients**
- **Not occurring (2 agencies)**
- **Have found good jobs on their own**
- **Local government efforts**
- **Development has been community and client specific**
- **Individual employer contacts**

4A. Who does it?

- **Chamber of Commerce (4 agencies)**
- **Agency director**
- **Welfare reform coordinator**
- **"New Land" jobs**
- **Temporary agencies**
- **Program manager**
- **Director of Planning and Development for county**

4B. Is more job development needed?

6/ 60% Yes
 1/ 10% No

(3 agencies did not respond)

5. In what instance, if any, has policy prevented a common sense solution
(Agency comments)
- *None*
 - *90 days between referral and placement in CWEP has meant some wasted time for some clients*
 - *Recommendation to allow savings up to \$2500.00 before its counted as a resource*
 - *EITC (Earned Income Tax Credit) exceeds current income limit encouraging clients to "hurry and spend", or income from tax credit will cause a penalty*
6. What three suggestions can you provide that would benefit other agencies in assisting VIEW customers with their employment needs:
- *Get out into community and sell the program*
 - *Find employer who want to do more business to do so by hiring VIEW clients*
 - *Allow workers to develop jobs, personal and business contacts*
 - *Develop good working relationship with other community agencies*
 - *VEC office*
 - *Chamber of Commerce*
 - *Use of more in depth assessment of the customer that what current form provides*
 - *Encouragement for customers to upgrade their skills/ education while still employed*
 - *Coordination of transportation between customer employed at some general location/ job site*
 - *Match participants with mentors*
 - *Provide skills training options for working parents*
 - *Inspire participants to achieve high goals*
 - *Face to face contact with local employees*
 - *Employment board for jurisdiction, private/ public joint effort*

Please include any case examples that reflect your answers

Education and Training

1. Does your agency/ locality take advantage of the flexibility allowed in policy for clients to take advantage of appropriate education and training opportunities?
(Number of agencies/ Percent of agencies)

10/ 100% Yes
0/ 0% No

1A. If no, why not?

1B. If yes, specify which education and training activities your clients are involved:

10/ 100%	GED
6/ 60%	Community based literacy program
1/ 10%	Education in English Proficiency (ESL)
8/ 80%	Post secondary, college
10/ 100%	Job skills/ vocational training
4/ 40%	On the job training through JTPA
0/ 0%	Paid apprenticeships
6/ 60%	Work study through college
1/ 10%	Paid internships
2/ 20%	Sheltered workshops
5/ 50%	Unpaid practicums or internships through college
3/ 30%	Other self-initiated education or training

1C. Can you identify any educational/ training activities, once completed by a VIEW participant, that are not useful in obtaining employment?
(Agency comments)

- **No (2 agencies)**

- **College for college sake**

- **Work Study and practicums do help**

(6 agencies did not answer)

2. What skills are in high demand for your area?
(Number of agencies/ Percent of agencies)

8/ 80% Computer
3/ 30% Mechanical repair
3/ 30% Construction
6/ 60 % Manufacturing
9/ 90% Food Service
Other- please indicate:

- **Personal Care (2)**
- **Retail (1)**
- **Housekeeping (1)**
- **Farm work (1)**
- **Certified Nursing Assistance (CNA) (4)**
- **Child Care (1)**
- **Cosmetology (1)**
- **Drivers (1)**
- **CDL (1)**
- **Industry (Shoe, Fragrance) (1)**
- **Licensed Practical Nurse (LPN) (1)**
- **Nursing/ Eldercare/ In-home health aids (3)**

- **** Hospitals, schools and government are the county's largest employers**
(Fauquier County)**

2A. Is training for these skills readily available to VIEW participants?

10/ 100% Yes
1/ 10% No

(Employees want work ethic, and they will train after hiring)

3. What short term programs are available which allow VIEW participants to upgrade tangible skills, and become able to increase their earnings?

6/60% Yes, available (please indicate below)
2/20% None available (**Agency comments**)
2/20% *Did not answer*

- **Computer Training**
- **CNA**
- **Job readiness programs**
- **Child care provider**
- **RODEO (through school system)**
- **OJT (on the job training)**
- **CPPIC/ CVCC (Central Pied. Private Industry Council/ Central Va. Comm. College)**

4. How are community colleges in your area contributing to job skills training?
Is this level sufficient? (*Agency comments*)

4/40% Utilize community colleges (indicate below)
3/30% Do not utilize
3/30% Did not answer

- *Training for Day Care providers*
- *Records clerks*
- *Not sufficient- can't get enough participants to justify a class*
- *motivated individuals use community colleges to become job- skilled*
- *No, not really (4 agencies)*
- *Offer a wide variety of resources, level is sufficient*
- *Yes, extensive*
- *Has provided business computer skills training workshops that are helpful*

5. What is the extent of JTPA involvement and collaboration in your community?
Does this meet the needs of the VIEW population?
(*Agency comments*)

4/40% JTPA utilized extensively
5/50% JTPA not used, or does not meet their needs
1/10% Did not answer

- *Criteria for their program does not always meet our needs*
- *No, almost non- existent (4 agencies)*
- *Excellent*

6. Do you have any paid apprenticeships in your community?

1/ 10% Yes
9/ 90% No

- 6A. If yes, please describe the apprenticeships and relate the success rate.
(*Agency comments*)

- *Through community colleges and Lynchburg City schools*
- *Started with local high school for this years program*

7. What, if any, contracts have been developed to deliver education/ training services to VIEW participants?
(*Agency comments*)

- *Computer (2)*

- **Kitty Smith (motivational speaker, trainer)**
- **Working with adjoining county**
- **JTPA**
- **Motivation classes**
- **Conflict Resolution**
- **Germana community college**
- **Chamber of Commerce (3)**
- **Va. Extension Service**
- **GED**
- **Job readiness**
- **Piedmont Dispute Resolution**
- **Department of Rehabilitative Services**
- **2 spots, contract with resource opportunity with poor results**
- **Reach Out to Develop Employment Opportunities (RODEO) program through school system**
- **None**

8. In what instance if any has policy prevented a "common sense" solution?
(Agency comments)

- **Generally disagree with the requirement to work 30 hours a week**
- **Mandating job search before skills training**
- **Requirement to accept a full time job offer which may have prevented client from finishing LPN and earning \$12.00/ hr. (** This did not actually happen**)**
- **Inability to reduce work hours to further education (** There is flexibility in the VIEW policy to reduce work hours to pursue education**)**
- **Would like to have the option not to have a work requirement for short term intensive, full time job skills training activities**
- **Recommend mandating GED classes if client doesn't have one**

9. What three suggestions can you provide that would benefit other agencies in assisting VIEW customers with their education and training needs
(Agency comments)

- **Assess and train in basic math skills (i.e. using a calculator, counting change, adding bills, estimating purchases) (Lack of these skills really a barrier in all life skills)**
- **Need depends on individual**
- **Contract with community colleges to offer a block of training for VIEW customers ex: data entry**
- **Develop more programs that offer GED preparation after employment**
- **Provide vocational teaching**
- **Provide variety**

- **Contract for special needs, (not full program)**
- **Go with successful providers, ones that produce employment**

Please include any case examples that reflect your responses.

Client was 3/4 finished with LPN training, did job search, found a part-time job, and was able to finish LPN program. If had found a full time job, would have been required to accept it and would have prevented her from finishing and earning \$12.00 and hour.

Health Care

1. Is access to health care a problem for Medicaid/ VIEW families?
(Number of agencies/Percent of agencies)

2/20% Yes
8/80% No

- 1A. If yes, in what ways is access a problem?
(Number of agencies/Percent of agencies)

2/20% Lack of transportation
1/10% Lack of Medicaid enrolled providers
4/40% Other- please explain:
Dental
Dental and eye care not available to adults
Dental care not easily accessible

- A(1). If a lack of providers is a problem, who are the most difficult to access?

- ***Dentists***
- ***Mental health providers***

2. Do Medicaid enrolled providers within the locality offer flexible office hours to serve working parents? (For example: Extended evening hours)
(Number of agencies/Percent of agencies)

6/60% Yes
1/10% No
2/20% Unknown

3. What do clients do in the absence of health care availability or lack of providers?
(Number of agencies)

4 Emergency rooms are used excessively
2 Public health departments is used excessively
5 Needed care is not received
Other- please explain:
3 Free health clinics available

3A. Has this been problematic?

4/40% Yes
2/20% No
4/40% No response

4. How judiciously do VIEW participants utilize Medicaid?
(Number of agencies)

0 Rarely used
0 Limited use
7 Appropriate use
1 Excessive use
0 Fraudulent, abusive use
2 No response

4A. How does your agency address this topic with VIEW participants?
Medicaid Eligibility Worker would explain

5. Are there any different or additional resources needed in your community for
health care?
(Number of agencies/Percent of agencies)

6/60% Yes
4/40% No

5A. If yes, what are they?
Mental health evaluations and rehabilitative services

6. How have the new policies regarding immunizations affected your VIEW
population?
(Number of agencies/Percent of agencies)

6/60% An increase in the percentage of children immunized
0 A decrease in the percentage of children immunized
2/20% Clients have been sanctioned for lack of compliance
2/20% Other- please explain:
Little change if any
No change

6A. If sanctioned, have children been subsequently immunized?

2 Yes
0 No
6 No responses

7. What percentage of VIEW participants who have received their maximum amount of TANF benefits, have health care plans covered by their employers?
(Number of agencies)

- 2 Less than 5%
- 2 5-10%
- 4 10-25%
- 0 25-75%
- 0 75-100%

8. In what instance, if any, has policy prevented a common sense solution?

- Bedford County DSS - Noted health coverage should be mandatory for all persons employed.

- Madison County DSS -Medicaid coverage for dental and eye services is not available to adults.

9. What three suggestions can you provide that would benefit other agencies in assisting VIEW customers with their health care needs?

- Assist with dental and eye care needs while still on TANF and VIEW.***
- Encourage healthy life styles, proper diet, and exercise.***
- Refrain from substance abuse.***
- Contact with providers who will service VIEW participants at a reduced rate.***
- Contact with Health Departments to propose a one day a week extended hours.***

Transportation

1. Do transportation issues present a significant problem implementing VIEW?

9 / 90% Yes

1 / 10% No

1A. If yes, what are the transportation problems?

9 / 90% Lack of public transportation

6 / 60% Lack of availability of public transportation
(For example: not running during late shifts,
or not available where clients live or work)

8 / 80% VIEW participants with unreliable transportation

7 / 70% No back-up transportation

2 / 20% Other- please explain:

- Cannot drive, do not have driver's licence

- No auto at all

1B. Have any of your VIEW participants lost jobs due to lack of transportation?

7 / 70% Yes

1 / 10% No

2 / 20% Don't know

B(1). If yes, how many? How was the problem resolved?

5 agencies reported 39 people lost jobs

1C. Do you see transportation as a major barrier to sustained employment for families after the 24 month time benefit period has ended?

7 / 70% Yes

3 / 30% No

1D. What do you think is needed in your locality to alleviate transportation problems?

7 / 70% Reliable, public transportation

5 / 50% Expanded hours of operation

7 / 70% Expanded services area for public transportation

4 / 40% Client education

5 / 50% Volunteer drivers, car pool arrangements

3 / 30% Other- please explain:

- **The availability of low interest loans to clients to purchase cars.**
- **Car repairs at reasonable cost.**
- **Get clients on the road (drivers license).**
- **Personal responsibility car ownership.**

1E. What is your agency currently doing to address these problems?

- **Working with agency on aging to provide transportation**
- **Bulletin Board that lists starter cars for under \$1,000**
- **We are trying to develop a Family Loan pool to have funds available to loan for automobile.**
- **We are attempting to initiate the "Family loan Program" and also exploring a vehicle donation program.**
- **Car donation and repair program.**
- **Develop car maintenance volunteer system.**
- **Study DMV manual, purchase driving lessons, purchase car, limited assistance with fees and costs, agency staff providing transportation.**
- **Working with the public transportation system and Area Agency on Aging.**
- **Financing loan program - loan pool for cars.**
- **Committee contacting Transit company.**
- **Attempt to collaborate effort with other jurisdiction to develop a loan program allowing purchase at low or no interest (McKnight Foundation Grant).**
- **Working with a cost proposal with adjoining county. This will also address driver's education.**

2. What transportation options exist in your locality?

2 / 20% Bus
0 / 0% Rail
0 / 0% Volunteer organization
10 / 100% Individual vehicles
7 / 70% Informal car pool arrangements
3 / 30% Others- please indicate:

- **Intermittent van services for travel to services providers, but not employment.**
- **CSB has RapidTran, paid private individuals.**
- **Gas vouchers.**

2A. Which transportation options are most effective?

- **Individual vehicles (Four responses)**
- **Individual vehicles due to rural area of county**
- **Car pools and individual vehicles.**
- **Car ownership**
- **Bus and family car**
- **Person having their own vehicle is the most dependable.**

3. How does your agency coordinate with other community resources to meet transportation needs?

- **Area Agency on Aging - reimbursement for a driver, JAUNT reimbursement for Van transportation to work**
- **None**
- **Schedule rides with RapidTran**

3A. What agencies/ organizations are most effective in providing transportation resources to VIEW participants?

- **Insufficient data at this time to answer**
- **School system, AAA, and sheltered workshops**
- **Volunteer services at CCDSS on emergency basis.**
- **Private cab service, car ownership**
- **Private company was good while it lasted, RapidTran began in spring.**
- **Greater Lynchburg Transit company**
- **None**
- **No effective resource.**

4. In what instance, if any, has policy prevented a "common sense" solution?

- **Bedford is one of the largest land mass counties in Virginia. There should be some exemption for transportation barriers.**
- **Funding for car ownership is too low to provide reliable cars.**

5. What three suggestions can you provide that would benefit other agencies in assisting VIEW customers with their transportation needs:

- **Agency loan vehicles that are rotated among customers beginning work for a limited period of time**
- **Listing of starter cars on an agency bulletin board**
- **Loan pool for purchase of vehicles**
- **Collaboration with agencies that have vans, working out an agreement to**

- pay for fuel and driver out of VIEW funding.*
- Coordinate existing transportation systems.*
- Encourage car pooling.*
- Help clients get their license; either for first time or reinstated (pay fines).*
- Funds to provide gas vouchers, pay for car repairs, purchase vehicles (less than \$1,000) from reputable dealers as a one time work related expense.*
- Hire drivers (either private citizens or clients) to use agency vehicles and pay an hourly rate.*
- We have purchased 4 cars in the 24 months, ranging from \$380 to \$1,000.*
- Work with their public transportation system in their area to assess the needs of VIEW participants.*
- Use volunteer drivers.*
- Work with agencies/organizations to provide transportation.*
- contact with local car dealers for low cost but reliable used vehicles (90 day warranties).*
- Gasoline vouchers.*
- Search for a ride-share organization - one in each Planning District.*

Please include any case examples that reflect your responses.

- On just one case, we have spent more on transportation than our entire JOBS purchase allocation. For this client we used a small cab company that went default, hired drivers to use agency car at \$5.00 per hour, used RapidTran, and he is now working at \$6.50 per hour, 40 hours per week.

Day Care

1. What day care problems, if any need to be addressed?

- Lack of providers for: (specify age of children)
- | | |
|-------|---|
| 6/60% | Infant |
| 3/30% | Toddler |
| | Pre-school (<i>note that Fauquier and Madison noted all ages</i>) |
| | School-age (<i>note that Fauquier and Madison noted all ages</i>) |
| 2/20% | All Ages |
- 8/80% Lack of non-traditional hours (evenings and weekends)
- 6/60% Lack of or inadequate "back-up" day care
- 1/10% Clients selecting inadequate or inappropriate child care
- 0 Lack of staff to accommodate caseloads
- 3/30% Inadequate day care funds
- 1/10% Other- please explain:
- *Inadequate day care funds (At Risk Fee); Unrealistic (Low) Market Rates;*
 - *Additional funding for purchase of child care (At Risk Fee)*
 - *Inadequate funds for Fee Day Care*
- 1/10% No problems

1A. If day care problems are identified, what is needed to solve these problems?

- 6/60% More providers for particular age children (as indicated above)
- 8/80% More providers for non-traditional hours (nights and weekends)
- 0 Additional staff to cover caseloads
- 0 Client education about how to select quality and back-up day care
- 3/30% Additional funding for purchase of child care
- 3/30% Other- please explain:

Madison- more approved, regulated providers

2/20% Inadequate funds for Fee Day Care

1B. What steps are your agency taking to address these problems?

- **Lynchburg - Referrals of provider prospects to Kare Line;**
- **Working with child care centers to address problems**
- **Research and surveys to identify problems/ solutions**
- **Development of parent/ provider education and some recruitment of "non-traditional hours care."**
- **Publicizing the need to potential providers**
- **Fauquier- Work with individual clients**
- **Identify problems to community and church groups**
- **Appomattox- looking for providers out of area when appropriate**
- **Amherst- Recruiting agency approved providers who are willing to provide coverage for non-traditional hours**
- **Orange- counsel clients on how to find resources. New county day care center. Try to worker one-on - one with problems**
- **Campbell- community child care task force, work with area resource and referral agency, utilize ads in newspaper, other recruitment request additional funding where there is a waiting list, limit fee cases to 60 maximum so that more can be served; education for parents**
- **Madison- provider recruitment and training with VPI extension office towards increasing approved providers.**
- **Culpeper- asking for additional fee day care funding; establishing out own day care program.**

2. Have any VIEW participants lost jobs because of inadequate or insufficient day care?

- | | |
|--------------|--|
| 3/30% | Yes
<i>Lynchburg- has required some participants to take different shift or reduce schedule</i>
<i>Fauquier</i>
<i>Bedford</i> |
| 5/50% | No (<i>Madison- haven't lost jobs but haven;t been able to accept jobs</i>) |
| 2/20% | Don't know |

2A. If yes, how many?

Lynchburg-14
Fauquier- "do not know"
Bedford- 10
Madison- less than 5

2B. How was the problem resolved?

- Lynchburg- customers changed schedules and/or sought in home/ out of home relative providers. Re-employment compatible with available care

- Located other employment

- Bedford- found jobs on day shift

- Madison- one inactive status, other found another job

3. Do you see day care as a major barrier to sustained employment for families after the 24 month benefit period expires?

3/30% Yes
6/60% No
1/10% Minor barrier (Madison)

3A. If yes, what solutions are you pursuing?

Lynchburg- early warnings that funding is not available. At that point, continued rapport with current providers. Yring to get participants licensed

Madison- summer is a problem when kids are not in school

Culpeper- seeking additonal state/ federal funding for day care

4. In what instance, if any, has policy prevented a "common sense" solution?

Lynchburg- continued help with child care; low market rates make cost of care prohibitive for clients, even when care is available.

Fauquier- low rates for child care which meets off-schedule needs

5. What three suggestions can you provide that would benefit other agencies in assisting VIEW customers with their day care needs:

LYNCHBURG

- *Approve services with copy of activity plan as application*
- *Send approval invoices to customer to take to provider as proof of DSS assistance. Makes customer realize how their voucher is working.*
- *Remind them immediately that the assistance has a time limit and their participation is not optional. (Break former JOBS/ESP dependency cycle) Emphasize assistance is for employment activity*
- *Cultivate evening/ weekend providers as much as possible. Lynchburg has improved in this area.*
- *Develop a prevention strategy for use of available funding to prevent dependency and to promote self- sufficiency*

FAUQUIER

- *Recruit off- hour, split shift child care providers. Raise rates for those providers*

APPOMATTOX

- *Communicate with case manager regarding work changes/ shift/ location of new job ASAP.*
- *Reduce absentee children from day care for any reason.*

AMHERST

- *Work closely with agency worker who approves providers to assure that these are done in a timely manner.*
- *Empower customers by providing information on available providers, how to select a provider and asking that they refer potential providers for agency approval.*

BEDFORD

- *Identify all day care resources in your area early on.*
- *Meet with churches and encourage them to open day care centers*

ORANGE

- *We would like to see a sliding scale for client co-payments which slowly increases over a 3 year period after the client leaves VIEW*

CAMPBELL

No response

CULPEPER

No response

MADISON

- Keep your babysitter happy**
- Pay providers in time and pick up children on time**
- Do not use agency paid child care while client sits at home or goes grocery shopping**

Please include any case examples that reflect your responses.

MADISON

Mother with six children (ages 18 months- 8 years) placed in active status from spring to fall because agency could not find a provider for all six children.



VIRGINIA INDEPENDENCE PROGRAM

MONTHLY REPORT

SEPTEMBER 1997

Monthly Report, September 1997

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VIP/VIEW Summary

CASE ACTIVITY

- TANF cases receiving payment in September 1997 declined 22% statewide compared to September 1996 - from 59,921 in September 1996 to about 47,802 in September 1997. In the VIEW localities, the change was a 24% decrease - from 30,729 to about 23,322. TANF-UP payment cases statewide increased 90% comparing September 1996 to September 1997 - from 421 in September 1996 to about 800 in September 1997. TANF-UP payment cases in VIEW localities increased 107% - from 191 to 396.
- Since June 1995, the number of TANF payment cases have declined 34% statewide and TANF-UP payment cases have increased 103%. In VIEW localities, TANF payment cases declined 36% and TANF-UP increased 132%.
- Of the 2,118 TANF closed cases in VIEW localities, 751 were VIEW cases, of which 475 were closed with employment. Of the 84 TANF-UP closed cases in VIEW localities, 47 were VIEW cases, of which 34 were closed with employment.

VIEW REFERRAL AND ENROLLMENT STATUS

The measures listed below are cumulative from the date of implementation of VIEW. They are most applicable during the initial six months of VIEW implementation. After nine months of VIEW implementation, they are no longer reported.

- Referred participants. The percent of referred relates to estimated mandatory VIEW cases in the active caseload.

EDD16 (Petersburg Region) -	1,046	89%	(9 mo. implementation)
EDD12 (Richmond Region) -	3,898	66%	(6 mo. implementation)
EDD4 (Harrisonburg Region) -	362	62%	(3 mo. implementation)
EDD8 (Charlottesville Region) -	357	54%	(3 mo. implementation)
EDD13 (Fredericksburg Region) -	306	60%	(3 mo. implementation)
EDD14 (Northern Neck Region) -	190	57%	(3 mo. implementation)

- Enrolled participants. The percent of enrolled relates to estimated mandatory VIEW cases in the active caseload.

EDD16 (Petersburg Region) -	820	69%	(9 mo. implementation)
EDD12 (Richmond Region) -	2,907	49%	(6 mo. implementation)

VIP/VIEW Summary

EDD4 (Harrisonburg Region) -	209	36%	(3 mo. implementation)
EDD8 (Charlottesville Region) -	239	36%	(3 mo. implementation)
EDD13 (Fredericksburg Region) -	173	34%	(3 mo. implementation)
EDD14 (Northern Neck Region) -	118	35%	(3 mo. implementation)

Due to case closures, case transfers, changes in case status after referral, and the unavoidable use of estimates, no EDD is likely to have exactly 100%.

- Enrolled participants. The percent of enrolled relates to referred participants.

EDD16 (Petersburg Region) -	820	78%	(9 mo. implementation)
EDD12 (Richmond Region) -	2,907	75%	(6 mo. implementation)
EDD4 (Harrisonburg Region) -	209	58%	(3 mo. implementation)
EDD8 (Charlottesville Region) -	239	67%	(3 mo. implementation)
EDD13 (Fredericksburg Region) -	173	57%	(3 mo. implementation)
EDD14 (Northern Neck Region) -	118	62%	(3 mo. implementation)

Due to case closures, case transfers, changes in case status after referral, and the allowed thirty days for enrollment after referral, it cannot be anticipated that any EDD will have 100% of referred cases being enrolled.

VIEW WORK ACTIVITY

The measures listed below are cumulative from the date of implementation of VIEW. Information concerning work activity as of 9/30/97 is included at the bottom of pages 4 through 16.

- Participants in a Work Activity. Percents relate to the number enrolled.

EDD7 (Culpeper Region) -	454	74%	(27 mo. implementation)
EDD9 (Lynchburg Region) -	1,041	75%	(24 mo. implementation)
EDD2 (Bristol/Galax Region) -	1,094	74%	(21 mo. implementation)
EDD6 (No. Virginia Region) -	3,830	74%	(18 mo. implementation)

VIP/VIEW Summary

EDD10 (Danville Region) -	1,157	70%	(15 mo. implementation)
EDD5 (Winchester Region) -	280	66%	(12 mo. implementation)
EDD18 (Eastern Shore Region) -	249	66%	(12 mo. implementation)
EDD16 (Petersburg Region) -	504	61%	(9 mo. implementation)
EDD12 (Richmond Region) -	1,583	54%	(6 mo. implementation)
EDD4 (Harrisonburg Region) -	107	51%	(3 mo. implementation)
EDD8 (Charlottesville Region) -	129	54%	(3 mo. implementation)
EDD13 (Fredericksburg Region) -	85	49%	(3 mo. implementation)
EDD14 (Northern Neck Region) -	47	40%	(3 mo. implementation)
Statewide Total	10,560	68%	

This indicator shows the number of participants ever enrolled in a work activity. The percentage of participants ever enrolled in a work activity will always be less than 100% because of the following: the allowed 90 day period prior to mandatory work activity, case closures, changes in exemption status, and transfers.

- Participants Employed. Percents relate to the number enrolled.

EDD7 (Culpeper Region) -	432	71%	(27 mo. implementation)
EDD9 (Lynchburg Region) -	973	70%	(24 mo. implementation)
EDD2 (Bristol/Galax Region) -	1,039	71%	(21 mo. implementation)
EDD6 (No. Virginia Region) -	3,641	70%	(18 mo. implementation)
EDD10 (Danville Region) -	1,033	63%	(15 mo. implementation)
EDD5 (Winchester Region) -	264	62%	(12 mo. implementation)
EDD18 (Eastern Shore Region) -	204	54%	(12 mo. implementation)
EDD16 (Petersburg Region) -	459	56%	(9 mo. implementation)
EDD12 (Richmond Region) -	1,435	49%	(6 mo. implementation)

VIP/VIEW Summary

EDD4 (Harrisonburg Region) -	101	48%	(3 mo. implementation)
EDD8 (Charlottesville Region) -	126	53%	(3 mo. implementation)
EDD13 (Fredericksburg Region) -	82	47%	(3 mo. implementation)
EDD14 (Northern Neck Region) -	46	39%	(3 mo. implementation)
Statewide Total	9,835	63%	

This indicator provides an unduplicated count of participants that have been employed.

VIEW TIMELINESS MEASURES

The first column of percentages for the selected measures of timeliness listed below represent performance from date of implementation through September 1997, except for Status of Waiting List for Enrollment which is as of the end of September. The second column reflects activity in the month of September alone.

- **Timely Enrollment.** This shows if localities are enrolling referred individuals in VIEW within the time frame prescribed in policy of 30 days.

	Cumulative	September	
EDD7 (Culpeper Region) -	75%	36%	(27 mo. implementation)
EDD9 (Lynchburg Region) -	80%	81%	(24 mo. implementation)
EDD2 (Bristol/Galax Region) -	87%	75%	(21 mo. implementation)
EDD6 (No. Virginia Region) -	79%	65%	(18 mo. implementation)
EDD10 (Danville Region) -	85%	84%	(15 mo. implementation)
EDD5 (Winchester Region) -	87%	85%	(12 mo. implementation)
EDD18 (Eastern Shore Region) -	59%	78%	(12 mo. implementation)
EDD16 (Petersburg Region) -	89%	0%	(9 mo. implementation)
EDD12 (Richmond Region) -	96%	0%	(6 mo. implementation)
EDD4 (Harrisonburg Region) -	94%	0%	(3 mo. implementation)

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EDD8 (Charlottesville Region) -	87%	0%	(3 mo. implementation)
EDD13 (Fredericksburg Region) -	79%	0%	(3 mo. implementation)
EDD14 (Northern Neck Region) -	94%	96%	(3 mo. implementation)

In calculating this measure, case closures and other changes were accounted for so the theoretical goal is 100%. It is likely that the percentages shown reflect delays in scheduling and data processing at the local level.

- **Timely Placement in Work Activity.** This shows if eligible participants are in a work activity on the 90th day after referral.

	Cumulative	September	
EDD7 (Culpeper Region) -	69%	67%	(27 mo. implementation)
EDD9 (Lynchburg Region) -	65%	79%	(24 mo. implementation)
EDD2 (Bristol/Galax Region) -	72%	89%	(21 mo. implementation)
EDD6 (No. Virginia Region) -	66%	56%	(18 mo. implementation)
EDD10 (Danville Region) -	65%	74%	(15 mo. implementation)
EDD5 (Winchester Region) -	69%	86%	(12 mo. implementation)
EDD18 (Eastern Shore Region) -	64%	55%	(12 mo. implementation)
EDD16 (Petersburg Region) -	65%	67%	(9 mo. implementation)
EDD12 (Richmond Region) -	73%	71%	(6 mo. implementation)
EDD4 (Harrisonburg Region) -	N/A	N/A	(3 mo. implementation)
EDD8 (Charlottesville Region) -	N/A	N/A	(3 mo. implementation)
EDD13 (Fredericksburg Region) -	N/A	N/A	(3 mo. implementation)
EDD14 (Northern Neck Region) -	N/A	N/A	(3 mo. implementation)

In calculating this measure, closures and other case changes were accounted for so the theoretical goal is 100%.

VIP/VIEW Summary

- **Timely TANF Redeterminations.** This shows if localities are reviewing cases every six months in a timely manner. Cases in the caseload are determined to be VIEW mandatory or not at the time of review.

	Cumulative	September	
EDD7 (Culpeper Region) -	78%	83%	(27 mo. implementation)
EDD9 (Lynchburg Region) -	82%	84%	(24 mo. implementation)
EDD2 (Bristol/Galax Region) -	94%	97%	(21 mo. implementation)
EDD6 (No. Virginia Region) -	70%	71%	(18 mo. implementation)
EDD10 (Danville Region) -	91%	85%	(15 mo. implementation)
EDD5 (Winchester Region) -	95%	100%	(12 mo. implementation)
EDD18 (Eastern Shore Region) -	82%	85%	(12 mo. implementation)
EDD16 (Petersburg Region) -	83%	86%	(9 mo. implementation)
EDD12 (Richmond Region) -	58%	64%	(6 mo. implementation)
EDD4 (Harrisonburg Region) -	89%	85%	(3 mo. implementation)
EDD8 (Charlottesville Region) -	86%	88%	(3 mo. implementation)
EDD13 (Fredericksburg Region) -	96%	98%	(3 mo. implementation)
EDD14 (Northern Neck Region) -	92%	71%	(3 mo. implementation)

Improving the timeliness of TANF reviews will speed the transition of the caseload to VIEW.

- **Status of Waiting List for Enrollment.** This measure shows the number on the waiting list for enrollment for over 30 days, as of the end of September (point-in-time data). It includes the average number of days over 30 for those who were past due for assessment.

EDD7 (Culpeper Region) -	3 persons	15 days	(27 mo. implementation)
EDD9 (Lynchburg Region) -	2 persons	112 days	(24 mo. implementation)
EDD2 (Bristol/Galax Region) -	17 persons	42 days	(21 mo. implementation)

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EDD6 (No. Virginia Region) -	31 persons	14 days	(18 mo. implementation)
EDD10 (Danville Region) -	3 persons	6 days	(15 mo. implementation)
EDD5 (Winchester Region) -	5 persons	85 days	(12 mo. implementation)
EDD18 (Eastern Shore Region) -	5 persons	91 days	(12 mo. implementation)
EDD16 (Petersburg Region) -	7 persons	16 days	(9 mo. implementation)
EDD12 (Richmond Region) -	7 persons	14 days	(6 mo. implementation)
EDD4 (Harrisonburg Region) -	5 persons	9 days	(3 mo. implementation)
EDD8 (Charlottesville Region) -	4 persons	25 days	(3 mo. implementation)
EDD13 (Fredericksburg Region) -	2 persons	19 days	(3 mo. implementation)
EDD14 (Northern Neck Region) -	2 persons	3 days	(3 mo. implementation)

CHILD SUPPORT ENFORCEMENT

- In September 1997, the Division of Child Support Enforcement collected child support on behalf of 15,874 TANF cases.
- In September 1997, a total of \$2,818,735 was collected on behalf of TANF cases.
- During September 1997, 517 TANF children had paternity established.

DIVERSION FROM TANF

- In September 1997, 31 different localities had 84 diversion cases with an average payment of \$996 per case. The monthly average July 1995 through July 1997 was 42 cases with average payment of \$979.
- Diversion cases represented about 3.1% of approved applications in September 1997. The average for July 1995 through August 1997 was about 1.5%.
- From July 1995 through September 1997, 84 of 122 localities had 1,205 diversion cases.

FAMILY CAP

- In September 1997, there were 95 children who were excluded from TANF cases because of the family cap provision.

Case Activity

TANF Statewide, NonVIEW, VIEW

TANF Case Activity	Total Statewide			Statewide Non-VIEW Agencies			VIEW: EDD7, EDD9, EDD2, EDD6, EDD10, EDD5, EDD18, EDD16, EDD12, EDD4, EDD8, EDD13, & EDD14		
	Sep-97	Change from Sep-96	Change from Jun-95	Sep-97	Change from Sep-96	Change from Jun-95	Sep-97	Change from Sep-96	Change from Jun-95
Applications Received ¹	4,706	-5%	-2%	2,141	-3%	3%	2,565	-6%	-6%
Applications Denied or Otherwise Disposed Of	2,050	4%	24%	882	5%	37%	1,168	3%	15%
Applications Approved	2,528	-14%	-10%	1,203	-10%	-5%	1,325	-17%	-15%
Cases Closed* See endnote	3,952	-13%	-12%	1,834	-12%	-12%	2,118	-15%	-11%
Cases at End of Month	44,914	-23%	-34%	22,300	-21%	-33%	22,614	-24%	-35%
Cases Paid During Month ²	46,663	-22%	-34%	23,341	-20%	-32%	23,322	-24%	-36%

*Of the 2,118 closed cases in VIEW localities, 751 were VIEW cases, of which 475 were closed with employment.

TANF-UP Statewide, NonVIEW, VIEW

TANF Case Activity	Total Statewide			Statewide Non-VIEW Agencies			VIEW: EDD7, EDD9, EDD2, EDD6, EDD10, EDD5, EDD18, EDD16, EDD12, EDD4, EDD8, EDD13, & EDD14		
	Sep-97	Change from Sep-96	Change from Jun-95	Sep-97	Change from Sep-96	Change from Jun-95	Sep-97	Change from Sep-96	Change from Jun-95
Applications Received ¹	4,706	-5%	-2%	2,141	-3%	3%	2,565	-6%	-6%
Applications Denied or Otherwise Disposed Of	2,050	4%	24%	882	5%	37%	1,168	3%	15%
Applications Approved	2,528	-14%	-10%	1,203	-10%	-5%	1,325	-17%	-15%
Cases Closed* See endnote	3,952	-13%	-12%	1,834	-12%	-12%	2,118	-15%	-11%
Cases at End of Month	44,914	-23%	-34%	22,300	-21%	-33%	22,614	-24%	-35%
Cases Paid During Month ²	46,663	-22%	-34%	23,341	-20%	-32%	23,322	-24%	-36%

*Of the 84 closed cases in VIEW localities, 47 were VIEW cases, of which 34 were closed with employment.

VIEW Referral and Enrollment Status

*Cumulative Status through September 30, 1997
(After nine months of VIEW, these measures are no longer reported)*

EDD16: Petersburg Region - Implementation 1/1/97

	Total EDD16 ⁴	Dinwiddie	Prince George	Surry	Sussex	Hopewell	Petersburg [*]
TANF Cases ³	2,041	301	187	89	192	603	669
Estimated VIEW Mandatory ³	1,181	139	85	40	120	395	402
Percent of TANF Cases	58%	46%	45%	45%	63%	66%	60%
VIEW Participants (referred) ⁵	1,046	128	70	35	105	306	402
Percent of Est. Mandatory	89%	92%	82%	88%	88%	77%	100%
Total Enrolled ⁵	820	102	58	24	86	230	320
Percent of Est. Mandatory	69%	73%	68%	60%	72%	58%	80%
Percent of Participants	78%	80%	83%	69%	82%	75%	80%

*Petersburg is a research site. The indicated case number excludes control cases. The total estimated cases are 1,339.

EDD12: Richmond Region - Implementation 4/1/97

	Total EDD12 ⁴	Chesterfield /Col Hghts	Goochland	Hanover	Henrico	Powhatan	Richmond City
TANF Cases ³	10,218	1,253	60	196	1,723	52	6,934
Estimated VIEW Mandatory ³	5,891	690	35	74	1,018	34	4,040
Percent of TANF Cases	58%	55%	58%	38%	59%	65%	58%
VIEW Participants (referred) ⁵	3,898	570	36	51	756	37	2,448
Percent of Est. Mandatory	66%	83%	103%	69%	74%	109%	61%
Total Enrolled ⁵	2,907	429	28	32	618	36	1,764
Percent of Est. Mandatory	49%	62%	80%	43%	61%	106%	44%
Percent of Participants	75%	75%	78%	63%	82%	97%	72%

EDD4: Harrisonburg Region - Implementation 7/1/97

	Total EDD4 ⁴	Augusta/S taunton	Bath	Highland	Rockbridge/B V/Lex	Rockingham/ Hburg	Waynesboro
TANF Cases ³	1,201	370	15	4	158	442	212
Estimated VIEW Mandatory ³	586	169	6	3	71	248	89
Percent of TANF Cases	49%	46%	40%	75%	45%	56%	42%
VIEW Participants (referred) ⁵	362	112	7	3	46	126	68
Percent of Est. Mandatory	62%	66%	117%	100%	65%	51%	76%
Total Enrolled ⁵	209	66	3	2	23	62	53
Percent of Est. Mandatory	36%	39%	50%	67%	32%	25%	60%
Percent of Participants	58%	59%	43%	67%	50%	49%	78%

VIEW Referral and Enrollment Status

*Cumulative Status through September 30, 1997
(After nine months of VIEW, these measures are no longer reported)*

EDD8: Charlottesville Region - Implementation 7/1/97

	Total EDD8 ⁴	Albemarle	Fluvanna	Greene	Louisa	Nelson	CVille
TANF Cases ³	1,215	233	40	59	152	76	655
Estimated VIEW Mandatory ³	667	107	14	26	74	32	414
Percent of TANF Cases	55%	46%	35%	44%	49%	42%	63%
VIEW Participants (referred) ⁵	357	60	11	14	43	15	214
Percent of Est. Mandatory	54%	56%	79%	54%	58%	47%	52%
Total Enrolled ⁵	239	44	8	6	20	10	151
Percent of Est. Mandatory	36%	41%	57%	23%	27%	31%	36%
Percent of Participants	67%	73%	73%	43%	47%	67%	71%

EDD13: Fredericksburg Region - Implementation 7/1/97

	Total EDD13 ⁴	Caroline	King George	Spotsylvania	Stafford	Fredericksburg
TANF Cases ³	954	206	87	208	222	231
Estimated VIEW Mandatory ³	514	114	59	113	98	130
Percent of TANF Cases	54%	55%	68%	54%	44%	56%
VIEW Participants (referred) ⁵	306	65	18	73	73	77
Percent of Est. Mandatory	60%	57%	31%	65%	74%	59%
Total Enrolled ⁵	173	33	11	49	27	53
Percent of Est. Mandatory	34%	29%	19%	43%	28%	41%
Percent of Participants	57%	51%	61%	67%	37%	69%

EDD14: Northern Neck Region - Implementation 7/1/97

	Total EDD14 ⁴	Essex	King & Queen	King William	King Lancaster	Mathews	Mathesex	North- umberland	Ridmund County	Westmoreland
TANF Cases ³	657	82	64	68	86	52	79	42	50	134
Estimated VIEW Mandatory ³	334	49	31	24	53	30	41	17	26	63
Percent of TANF Cases	51%	60%	48%	35%	62%	58%	52%	40%	52%	47%
VIEW Participants (referred) ⁵	190	22	19	11	25	13	32	16	16	36
Percent of Est. Mandatory	57%	45%	61%	46%	47%	43%	78%	94%	62%	57%
Total Enrolled ⁵	118	8	13	10	16	9	22	14	6	20
Percent of Est. Mandatory	35%	16%	42%	42%	30%	30%	54%	82%	23%	32%
Percent of Participants	62%	36%	68%	91%	64%	69%	69%	88%	38%	56%

VIEW Work Activity

Statewide - Status through September 30, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 7/1/95

Cumulative Data	Total Statewide	Total EDD7	Total EDD9	Total EDD2	Total EDD6	Total EDD10	Total EDD5	Total EDD18	Total EDD16	Total EDD12	Total EDD4	Total EDD8	Total EDD13	Total EDD14
Participants Referred	20,392	834	1,786	1,734	6,626	2,131	602	520	1,046	3,898	362	357	306	190
Total Enrolled in VIEW ^a	15,592	612	1,392	1,469	5,199	1,649	427	378	820	2,907	209	239	173	118
Participants in a Work Activity	10,560	454	1,041	1,094	3,830	1,157	280	249	504	1,583	107	129	85	47
% of Total Enrolled	68%	74%	75%	74%	74%	70%	66%	66%	61%	54%	51%	54%	49%	40%
Participants Employed	9,835	432	973	1,039	3,641	1,033	264	204	459	1,435	101	126	82	46
% of Total Enrolled	63%	71%	70%	71%	70%	63%	62%	54%	56%	49%	48%	53%	47%	39%
# of Cumulative Jobs	12,222	575	1,357	1,517	4,449	1,360	319	237	493	1,547	103	129	88	48
Full Time Jobs	8,976	399	1,005	1,233	3,052	1,127	249	119	380	1,152	68	94	62	36
% of Cumulative Jobs	73%	69%	74%	81%	69%	83%	78%	50%	77%	74%	66%	73%	70%	75%
Part Time Jobs	3,246	176	352	284	1,397	233	70	118	113	395	35	35	26	12
% of Cumulative Jobs	27%	31%	26%	19%	31%	17%	22%	50%	23%	26%	34%	27%	30%	25%
Full Employment Component	10	0	0	0	10	0	0	0	0	0	0	0	0	0
% of Total Enrolled	0.06%	0%	0%	0%	0.19%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Community Work Experience	1,724	85	167	150	529	319	33	118	65	248	31	21	21	3
% of Total Enrolled	11%	14%	12%	10%	10%	19%	8%	31%	8%	9%	1%	1%	1%	3%
On The Job Training	153	14	8	4	59	16	3	3	21	25	0	0	0	0
% of Total Enrolled	1%	2%	0.57%	0.27%	1%	1%	0.70%	1%	3%	1%	0%	0%	0%	0%
Average Wage ^b	\$5.67	\$5.64	\$4.94	\$5.04	\$6.31	\$5.17	\$5.58	\$5.18	\$5.45	\$5.69	\$5.64	\$5.66	\$5.79	\$5.23
Full Time Average Wage	\$5.69	\$5.75	\$4.93	\$5.03	\$6.39	\$5.21	\$5.64	\$5.44	\$5.50	\$5.75	\$5.79	\$5.58	\$5.82	\$5.36
Part Time Average Wage	\$5.60	\$5.35	\$4.94	\$5.08	\$6.13	\$5.03	\$5.34	\$4.94	\$5.27	\$5.51	\$5.35	\$5.89	\$5.73	\$4.70
Average Monthly Earnings ^c	\$744	\$725	\$645	\$687	\$802	\$728	\$755	\$596	\$739	\$768	\$706	\$721	\$769	\$680
Three Months Employment ^d	73%	76%	72%	67%	77%	66%	72%	73%	70%	72%	N/A	N/A	N/A	N/A
Six Months Employment ^e	54%	54%	54%	49%	58%	49%	46%	54%	53%	N/A	N/A	N/A	N/A	N/A

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Total Statewide	Total EDD7	Total EDD9	Total EDD2	Total EDD6	Total EDD10	Total EDD5	Total EDD18	Total EDD16	Total EDD12	Total EDD4	Total EDD8	Total EDD13	Total EDD14
TANF Cases Paid During Month ^a	23,718	434	1,525	1,095	5,814	1,870	492	434	1,669	7,172	922	1,002	767	522
Total Enrolled in VIEW ^b	8,946	186	584	540	2,691	794	223	208	567	2,483	182	226	159	103
Participants in a Work Activity	5,795	138	458	393	1,887	577	163	135	359	1,350	96	121	77	41
Participants Assigned to Inactive	89	1	5	8	26	9	4	1	7	19	0	6	2	1
Participants Employed	5,433	134	435	359	1,794	527	163	135	335	1,226	90	118	76	41
Full Time	4,294	115	377	301	1,369	458	132	85	274	949	59	86	53	36
Part Time	1,139	19	58	58	425	69	31	50	61	277	31	32	23	5
Average Wage	\$5.75	\$5.91	\$5.11	\$5.30	\$6.25	\$5.38	\$5.64	\$5.31	\$5.53	\$5.68	\$5.66	\$5.62	\$5.77	\$5.21
Average Monthly Earnings ^c	\$816	\$862	\$732	\$761	\$866	\$810	\$813	\$708	\$809	\$814	\$742	\$768	\$810	\$759

VIEW Work Activity

EDD7: Culpeper Region - Status through Sept. 30, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 7/1/95

Cumulative Data	Total EDD7	Culpeper	Fauquier	Madison	Orange	Rapp.
Participants Referred	834	264	278	76	190	26
Total Enrolled in VIEW ¹	612	199	213	49	131	20
Participants in a Work Activity	454	153	152	35	99	15
% of Total Enrolled	74%	77%	71%	71%	76%	75%
Participants Employed	432	144	149	33	92	14
% of Total Enrolled	71%	72%	70%	67%	70%	70%
# of Cumulative Jobs	575	196	179	47	133	20
Full Time Jobs	399	156	92	40	96	15
% of Cumulative Jobs	69%	80%	51%	85%	72%	75%
Part Time Jobs	176	40	87	7	37	5
% of Cumulative Jobs	31%	20%	49%	15%	28%	25%
Full Employment Component	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%
Community Work Experience	85	33	6	15	29	2
% of Total Enrolled	14%	17%	3%	31%	22%	10%
On The Job Training	14	3	0	1	7	3
% of Total Enrolled	2%	2%	0%	2%	5%	15%
Average Wage ⁶	\$5.64	\$5.73	\$5.46	\$5.78	\$5.53	\$6.63
Full Time Average Wage	\$5.75	\$5.86	\$5.55	\$5.96	\$5.61	\$6.23
Part Time Average Wage	\$5.35	\$5.17	\$5.35	\$4.79	\$5.32	\$7.80
Average Monthly Earnings ⁷	\$725	\$792	\$606	\$842	\$737	\$790
Three Months Employment ⁸	76%	73%	84%	75%	72%	38%
Six Months Employment ⁹	54%	50%	62%	52%	49%	46%

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Total EDD7	Culpeper	Fauquier	Madison	Orange	Rapp.
TANF Cases Paid During Month ¹⁰	434	132	145	31	113	13
Total Enrolled in VIEW ³	186	58	59	17	47	5
Participants in a Work Activity	138	52	34	13	35	4
Participants Assigned to Inactive	1	0	1	0	0	0
Participants Employed	134	49	34	13	34	4
Full Time	115	47	24	12	28	4
Part Time	19	2	10	1	6	0
Average Wage	\$5.91	\$6.16	\$5.69	\$5.96	\$5.52	\$7.70
Average Monthly Earnings ⁷	\$862	\$966	\$718	\$914	\$791	\$1,228

VIEW Work Activity

6

EDD9: Lynchburg Region - Status through Sept. 30, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 10/1/95

Cumulative Data	Total EDD9	Amherst	Appom.	Bedford	Campbell	Lynchburg
Participants Referred	1,786	159	170	420	393	644
Total Enrolled in VIEW ⁵	1,392	121	143	335	307	486
Participants in a Work Activity	1,041	85	110	252	214	380
% of Total Enrolled	75%	70%	77%	75%	70%	78%
Participants Employed	973	83	92	245	202	351
% of Total Enrolled	70%	69%	64%	73%	66%	72%
# of Cumulative Jobs	1,357	90	164	345	307	451
Full Time Jobs	1,005	61	117	246	218	363
% of Cumulative Jobs	74%	68%	71%	71%	71%	80%
Part Time Jobs	352	29	47	99	89	88
% of Cumulative Jobs	26%	32%	29%	29%	29%	20%
Full Employment Component	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%
Community Work Experience	167	7	46	12	38	64
% of Total Enrolled	12%	6%	32%	4%	12%	13%
On The Job Training	8	0	0	2	2	4
% of Total Enrolled	0.57%	0%	0%	1%	1%	0.82%
Average Wage ⁶	\$4.94	\$5.34	\$4.87	\$5.00	\$4.85	\$4.89
Full Time Average Wage	\$4.93	\$5.43	\$4.75	\$5.05	\$4.83	\$4.90
Part Time Average Wage	\$4.94	\$5.17	\$5.17	\$4.89	\$4.89	\$4.85
Average Monthly Earnings ⁷	\$645	\$687	\$652	\$641	\$643	\$638
Three Months Employment ⁸	72%	73%	64%	74%	67%	75%
Six Months Employment ⁹	54%	58%	46%	53%	51%	58%

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Total EDD9	Amherst	Appom.	Bedford	Campbell	Lynchburg
TANF Cases Paid During Month ¹⁰	1,525	116	105	253	300	751
Total Enrolled in VIEW ⁵	584	46	57	107	130	244
Participants in a Work Activity	458	42	40	88	85	203
Participants Assigned to Inactive	5	0	2	0	1	2
Participants Employed	435	40	37	88	83	187
Full Time	377	35	28	78	64	172
Part Time	58	5	9	10	19	15
Average Wage	\$5.11	\$5.72	\$4.61	\$5.15	\$5.06	\$5.07
Average Monthly Earnings	\$732	\$855	\$631	\$761	\$720	\$718

VIEW Work Activity

7

EDD2: Bristol-Galax Region - Status through Sept. 30, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 1/1/96

Cumulative Data	Total EDD2	Bland	Carroll	Grayson	Smyth	Wash.	Wythe	Bristol	Galax
Participants Referred	1,734	45	226	135	326	269	317	293	123
Total Enrolled in VIEW ^a	1,469	36	201	117	284	203	253	269	106
Participants in a Work Activity	1,094	25	150	94	201	154	177	215	78
% of Total Enrolled	74%	69%	75%	80%	71%	76%	70%	80%	74%
Participants Employed	1,039	24	147	87	190	144	159	212	76
% of Total Enrolled	71%	67%	73%	74%	67%	71%	63%	79%	72%
# of Cumulative Jobs	1,517	32	238	117	253	206	206	347	118
Full Time Jobs	1,233	29	209	84	204	157	166	296	88
% of Cumulative Jobs	81%	91%	88%	72%	81%	76%	81%	85%	75%
Part Time Jobs	284	3	29	33	49	49	40	51	30
% of Cumulative Jobs	19%	9%	12%	28%	19%	24%	19%	15%	25%
Full Employment Component	0	0	0	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%	0%	0%	0%
Community Work Experience	150	2	9	18	31	22	15	46	7
% of Total Enrolled	10%	6%	4%	15%	11%	11%	6%	17%	7%
On The Job Training	4	0	1	0	1	0	0	2	0
% of Total Enrolled	0.27%	0%	0%	0%	0.35%	0%	0%	1%	0%
Average Wage ^b	\$5.04	\$4.83	\$5.00	\$5.16	\$4.94	\$5.37	\$5.02	\$5.00	\$4.83
Full Time Average Wage	\$5.03	\$4.80	\$5.04	\$5.22	\$4.93	\$5.30	\$4.94	\$5.00	\$4.92
Part Time Average Wage	\$5.08	\$5.08	\$4.64	\$5.00	\$5.00	\$5.60	\$5.32	\$4.99	\$4.70
Average Monthly Earnings ^c	\$687	\$687	\$700	\$705	\$652	\$715	\$675	\$694	\$666
Three Months Employment ^d	66%	59%	59%	70%	64%	63%	72%	66%	79%
Six Months Employment ^e	48%	28%	47%	63%	40%	47%	51%	49%	55%

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Total EDD2	Bland	Carroll	Grayson	Smyth	Wash.	Wythe	Bristol	Galax
TANF Cases Paid During Month ^{1a}	1,095	16	141	75	193	184	207	192	87
Total Enrolled in VIEW ^b	540	10	60	40	89	84	102	118	37
Participants in a Work Activity	393	9	37	33	64	56	68	96	30
Participants Assigned to Inactive	8	0	4	0	0	0	3	1	0
Participants Employed	359	9	37	32	60	52	67	93	29
Full Time	301	9	35	29	56	39	47	63	23
Part Time	58	0	2	3	4	13	20	10	6
Average Wage	\$5.30	\$5.24	\$5.32	\$5.17	\$5.21	\$5.83	\$5.45	\$5.12	\$4.85
Average Monthly Earnings ^c	\$761	\$809	\$797	\$811	\$767	\$805	\$714	\$747	\$700

VIEW Work Activity

EDD6: Northern Virginia Region - Status through Sept. 30, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 4/1/96

Cumulative Data	Total EDD6	Arlington	Fairfax	Loudon	Prince William	Alexandria	Manassas	Manassas Park
Participants Referred	6,626	919	2,673	289	1,379	1,042	220	104
Total Enrolled in VIEW ⁴	5,199	714	2,167	250	966	846	171	85
Participants in a Work Activity	3,830	578	1,524	211	710	612	124	71
% of Total Enrolled	74%	81%	70%	84%	73%	72%	73%	84%
Participants Employed	3,641	542	1,497	211	691	514	118	68
% of Total Enrolled	70%	76%	69%	84%	72%	61%	69%	80%
# of Cumulative Jobs	4,449	657	1,802	265	878	624	142	81
Full Time Jobs	3,052	450	1,317	156	636	358	93	42
% of Cumulative Jobs	69%	68%	73%	59%	72%	57%	65%	52%
Part Time Jobs	1,397	207	485	109	242	266	49	39
% of Cumulative Jobs	31%	32%	27%	41%	28%	43%	35%	48%
Full Employment Component	10	1	5	1	0	3	0	0
% of Total Enrolled	0.19%	0.14%	0.23%	0.40%	0%	0.35%	0%	0%
Community Work Experience	529	117	99	12	85	183	14	19
% of Total Enrolled	10%	16%	5%	5%	9%	22%	8%	22%
On The Job Training	59	7	4	1	4	37	5	1
% of Total Enrolled	1%	1%	0.18%	0.40%	0.41%	4%	3%	1%
Average Wage ⁴	\$6.31	\$6.61	\$6.32	\$6.05	\$6.18	\$6.18	\$6.45	\$6.55
Full Time Average Wage	\$6.39	\$6.72	\$6.39	\$6.04	\$6.26	\$6.26	\$6.70	\$6.67
Part Time Average Wage	\$6.13	\$6.37	\$6.14	\$6.07	\$5.97	\$6.09	\$5.98	\$6.41
Average Monthly Earnings ⁷	\$802	\$840	\$823	\$720	\$817	\$715	\$822	\$763
Three Months Employment ⁸	77%	78%	75%	83%	76%	81%	78%	83%
Six Months Employment ⁹	58%	63%	54%	78%	50%	65%	52%	72%

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Total EDD6	Arlington	Fairfax	Loudon	Prince William	Alexandria	Manassas	Manassas Park
TANF Cases Paid During Month ¹⁰	5,814	838	2,106	239	1,326	1,077	169	59
Total Enrolled in VIEW ⁴	2,691	415	940	143	499	572	71	51
Participants in a Work Activity	1,887	323	646	99	375	345	59	40
Participants Assigned to Inactive	26	7	9	1	3	3	3	0
Participants Employed	1,794	303	634	98	366	296	57	40
Full Time	1,369	230	500	63	294	209	46	27
Part Time	425	73	134	35	72	87	11	13
Average Wage	\$6.25	\$6.56	\$6.15	\$6.14	\$6.15	\$6.18	\$6.42	\$6.79
Average Monthly Earnings ⁷	\$866	\$921	\$848	\$774	\$887	\$829	\$922	\$943

VIEW Work Activity

EDD10: Danville Region - Status through Sept. 30, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 7/1/96

Cumulative Data	Total EDD10	Halifax	Henry	Patrick	Putsylvania	Danville	Martinsville
Participants Referred	2,131	312	337	150	325	825	182
Total Enrolled in VIEW ⁵	1,649	251	220	139	229	658	152
Participants in a Work Activity	1,157	153	152	69	150	507	126
% of Total Enrolled	70%	61%	69%	50%	66%	77%	83%
Participants Employed	1,033	132	148	66	139	429	119
% of Total Enrolled	63%	53%	67%	47%	61%	65%	78%
# of Cumulative Jobs	1,360	161	187	77	170	592	173
Full Time Jobs	1,127	128	161	70	136	473	159
% of Cumulative Jobs	83%	80%	86%	91%	80%	80%	92%
Part Time Jobs	233	33	26	7	34	119	14
% of Cumulative Jobs	17%	20%	14%	9%	20%	20%	8%
Full Employment Component	0	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%	0%
Community Work Experience	319	56	11	5	30	203	14
% of Total Enrolled	19%	22%	5%	4%	13%	31%	9%
On The Job Training	16	0	0	0	0	16	0
% of Total Enrolled	1%	0%	0%	0%	0%	2%	0%
Average Wage ⁶	\$5.17	\$4.98	\$5.39	\$5.51	\$5.10	\$5.12	\$5.26
Full Time Average Wage	\$5.21	\$4.95	\$5.51	\$5.54	\$5.12	\$5.12	\$5.30
Part Time Average Wage	\$5.03	\$5.10	\$4.63	\$5.19	\$4.99	\$5.11	\$4.86
Average Monthly Earnings ⁷	\$728	\$686	\$803	\$829	\$705	\$697	\$771
Three Months Employment ⁸	66%	66%	59%	82%	68%	66%	65%
Six Months Employment ⁹	49%	56%	35%	56%	43%	51%	53%

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Total EDD10	Halifax	Henry	Patrick	Putsylvania	Danville	Martinsville
TANF Cases Paid During Month ¹⁰	1,870	281	286	130	260	759	154
Total Enrolled in VIEW ⁵	794	98	84	72	71	407	62
Participants in a Work Activity	577	65	65	36	56	299	56
Participants Assigned to Inactive	91	2	0	4	1	2	0
Participants Employed	527	55	63	35	40	273	52
Full Time	458	48	58	31	41	228	52
Part Time	69	7	5	4	8	45	0
Average Wage	\$5.38	\$5.11	\$6.02	\$5.51	\$5.19	\$5.29	\$5.40
Average Monthly Earnings ⁷	\$810	\$759	\$971	\$849	\$739	\$778	\$870

VIEW Work Activity

EDD5 & EDD18: Winchester/Eastern Shore Region - Status through September 31, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 10/1/96

Cumulative Data	Total EDD5	Clarke	Frederick	Page	Shen.	Warren	Winchester	Total EDD18	Accomack	Nhampton
Participants Referred	602	27	78	78	97	172	150	520	331	189
Total Enrolled in VIEW ¹	427	16	60	63	71	113	104	378	223	155
Participants in a Work Activity	280	8	35	44	46	72	75	249	135	114
% of Total Enrolled	66%	50%	58%	70%	65%	64%	72%	66%	61%	74%
Participants Employed	264	8	32	43	45	65	71	204	119	85
% of Total Enrolled	62%	50%	53%	68%	63%	58%	68%	54%	53%	55%
# of Cumulative Jobs	319	9	37	55	54	74	90	237	132	105
Full Time Jobs	249	7	29	43	46	54	70	119	70	49
% of Cumulative Jobs	78%	78%	78%	78%	85%	73%	78%	50%	53%	47%
Part Time Jobs	70	2	8	12	8	20	20	118	62	56
% of Cumulative Jobs	22%	22%	22%	22%	15%	27%	22%	50%	47%	53%
Full Employment Component	0	0	0	0	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Community Work Experience	33	0	3	5	5	12	8	118	47	71
% of Total Enrolled	8%	0%	5%	8%	7%	11%	8%	31%	21%	46%
On The Job Training	3	0	3	0	0	0	0	3	2	1
% of Total Enrolled	0.70%	0%	5%	0%	0%	0%	0%	1%	1%	1%
Average Wage ²	\$5.58	\$6.53	\$5.45	\$6.01	\$5.26	\$5.60	\$5.44	\$5.18	\$5.17	\$5.19
Full Time Average Wage	\$5.64	\$6.87	\$5.53	\$6.23	\$5.19	\$5.69	\$5.47	\$5.44	\$5.39	\$5.51
Part Time Average Wage	\$5.34	\$5.33	\$5.17	\$5.23	\$5.64	\$5.37	\$5.32	\$4.94	\$4.97	\$4.90
Average Monthly Earnings ³	\$755	\$846	\$767	\$740	\$712	\$734	\$734	\$596	\$626	\$559
Three Months Employment ⁴	72%	83%	79%	59%	74%	83%	65%	73%	73%	72%
Six Months Employment ⁵	46%	67%	36%	32%	48%	65%	37%	54%	48%	47%

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Total EDD5	Clarke	Frederick	Page	Shen.	Warren	Winchester	Total EDD18	Accomack	Nhampton
TANF Cases Paid During Month ¹	492	29	64	74	78	162	85	434	230	204
Total Enrolled in VIEW ²	223	12	29	35	34	71	42	208	102	106
Participants in a Work Activity	163	7	17	28	22	49	40	135	73	62
Participants Assigned to Inactive	4	0	3	0	0	1	0	1	0	1
Participants Employed	163	7	17	28	22	49	40	135	73	62
Full Time	132	6	14	21	18	38	35	85	51	34
Part Time	31	1	3	7	4	11	5	50	22	28
Average Wage	\$5.64	\$6.71	\$5.55	\$6.15	\$5.46	\$5.39	\$5.55	\$5.31	\$5.33	\$5.29
Average Monthly Earnings ³	\$813	\$999	\$849	\$887	\$774	\$734	\$830	\$708	\$741	\$670

VIEW Work Activity

11

EDD16: Petersburg Region - Status through Sept. 30, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 1/1/97

Cumulative Data	Total EDD16	Dinwiddie	Prince George	Surry	Sussex	Hopewell	Petersburg
Participants Referred	1,046	128	70	35	105	306	402
Total Enrolled in VIEW ¹	820	102	58	24	86	230	320
Participants in a Work Activity	504	73	37	19	55	116	204
% of Total Enrolled	61%	72%	64%	79%	64%	50%	64%
Participants Employed	459	69	35	18	49	108	180
% of Total Enrolled	56%	68%	60%	75%	57%	47%	56%
# of Cumulative Jobs	493	79	35	19	57	110	193
Full Time Jobs	380	61	24	12	41	81	161
% of Cumulative Jobs	77%	77%	69%	63%	72%	74%	83%
Part Time Jobs	113	18	11	7	16	29	32
% of Cumulative Jobs	23%	23%	31%	37%	28%	26%	17%
Full Employment Component	0	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%	0%
Community Work Experience	65	8	5	0	1	16	35
% of Total Enrolled	8%	8%	9%	0%	1%	7%	11%
On The Job Training	21	0	0	2	18	0	1
% of Total Enrolled	3%	0%	0%	8%	21%	0%	0.31%
Average Wage ²	\$5.45	\$5.13	\$6.02	\$5.97	\$5.35	\$5.30	\$5.54
Full Time Average Wage	\$5.50	\$5.27	\$5.96	\$5.93	\$5.39	\$5.35	\$5.59
Part Time Average Wage	\$5.27	\$4.66	\$6.15	\$6.03	\$5.24	\$5.14	\$5.29
Average Monthly Earnings ³	\$739	\$704	\$800	\$700	\$736	\$710	\$763
Three Months Employment ⁴	70%	63%	65%	63%	78%	76%	69%
Six Months Employment ⁵	53%	37%	75%	33%	58%	59%	57%

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Total EDD16	Dinwiddie	Prince George	Surry	Sussex	Hopewell	Petersburg
TANF Cases Paid During Month ^{1*}	1,669	181	102	47	126	374	839
Total Enrolled in VIEW ²	567	71	38	18	69	168	203
Participants in a Work Activity	359	47	30	15	35	85	147
Participants Assigned to Inactive	7	0	1	0	2	0	4
Participants Employed	335	47	28	13	30	81	136
Full Time	274	40	23	12	23	62	114
Part Time	61	7	5	1	7	19	22
Average Wage	\$5.53	\$5.38	\$6.19	\$5.99	\$5.33	\$5.29	\$5.60
Average Monthly Earnings ³	\$809	\$779	\$933	\$894	\$821	\$734	\$827

VIEW Work Activity

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EDD12: Richmond Region - Status through Sept. 30, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 4/1/97

Cumulative Data	Chesterfield/C							Richmond City
	Total EDD12	of Hghts	Goochland	Hanover	Henrico	Powhatan		
Participants Referred	3,898	570	36	51	756	37	2,448	
Total Enrolled in VIEW ¹	2,907	429	28	32	618	36	1,764	
Participants in a Work Activity	1,583	239	23	25	374	22	900	
% of Total Enrolled	54%	56%	82%	78%	61%	61%	51%	
Participants Employed	1,435	207	23	25	344	22	814	
% of Total Enrolled	49%	48%	82%	78%	56%	61%	46%	
# of Cumulative Jobs	1,547	219	30	28	383	28	859	
Full Time Jobs	1,152	164	23	15	284	23	643	
% of Cumulative Jobs	74%	75%	77%	54%	74%	82%	75%	
Part Time Jobs	395	55	7	13	99	5	216	
% of Cumulative Jobs	26%	25%	23%	46%	26%	18%	25%	
Full Employment Component	0	0	0	0	0	0	0	
% of Total Enrolled	0%	0%	0%	0%	0%	0%	0%	
Community Work Experience	248	69	2	1	58	1	117	
% of Total Enrolled	9%	16%	7%	3%	9%	3%	7%	
On The Job Training	25	0	0	1	5	3	16	
% of Total Enrolled	1%	0%	0%	3%	1%	8%	1%	
Average Wage ⁶	\$5.69	\$5.60	\$5.47	\$6.22	\$5.88	\$5.72	\$5.61	
Full Time Average Wage	\$5.75	\$5.61	\$5.41	\$6.11	\$6.02	\$5.74	\$5.66	
Part Time Average Wage	\$5.51	\$5.57	\$5.66	\$6.35	\$5.47	\$5.59	\$5.45	
Average Monthly Earnings ⁷	\$768	\$735	\$704	\$763	\$796	\$779	\$767	
Three Months Employment ⁸	72%	72%	75%	62%	72%	79%	72%	
Six Months Employment ⁹	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Chesterfield/C							Richmond City
	Total EDD12	of Hghts	Goochland	Hanover	Henrico	Powhatan		
TANF Cases Paid During Month ¹⁰	7,172	822	44	135	1,235	42	4,894	
Total Enrolled in VIEW ⁵	2,483	354	22	27	532	29	1,519	
Participants in a Work Activity	1,350	203	20	20	326	22	759	
Participants Assigned to Inactive	19	1	0	1	13	1	3	
Participants Employed	1,226	175	19	20	303	22	687	
Full Time	949	137	17	11	240	19	525	
Part Time	277	38	2	9	63	3	162	
Average Wage	\$5.68	\$5.59	\$5.66	\$6.23	\$5.98	\$5.82	\$5.56	
Average Monthly Earnings ⁷	\$814	\$800	\$780	\$774	\$963	\$843	\$802	

VIEW Work Activity

EDD4: Harrisonburg Region - Status through Sept. 30, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 7/1/97

Cumulative Data	Total EDD4	Augusta/Staunton	Bath	Highland	Rockbridge/BV/Lex	Rockingham/HBurg	Waynesboro
Participants Referred	362	112	7	3	46	126	68
Total Enrolled in VIEW ¹	209	66	3	2	23	62	53
Participants in a Work Activity	107	36	0	0	13	31	27
% of Total Enrolled	51%	55%	0%	0%	57%	50%	51%
Participants Employed	101	32	0	0	13	29	27
% of Total Enrolled	48%	48%	0%	0%	57%	47%	51%
# of Cumulative Jobs	103	33	0	0	13	30	27
Full Time Jobs	68	20	0	0	6	21	21
% of Cumulative Jobs	66%	61%	N/A	N/A	46%	70%	78%
Part Time Jobs	35	13	0	0	7	9	6
% of Cumulative Jobs	34%	39%	N/A	N/A	54%	30%	22%
Full Employment Component	0	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%	0%
Community Work Experience	3	2	0	0	0	1	0
% of Total Enrolled	1%	3%	0%	0%	0%	2%	0%
On The Job Training	0	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%	0%
Average Wage ⁴	\$5.64	\$5.73	N/A	N/A	\$5.30	\$5.97	\$5.34
Full Time Average Wage	\$5.79	\$5.98	N/A	N/A	\$5.20	\$6.27	\$5.30
Part Time Average Wage	\$5.35	\$5.36	N/A	N/A	\$5.38	\$5.26	\$5.45
Average Monthly Earnings ⁷	\$706	\$659	N/A	N/A	\$559	\$798	\$730
Three Months Employment ⁸	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Six Months Employment ⁹	N/A	N/A	N/A	N/A	N/A	N/A	N/A

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Total EDD4	Augusta/Staunton	Bath	Highland	Rockbridge/BV/Lex	Rockingham/HBurg	Waynesboro
TANF Cases Paid During Month ¹⁰	922	290	12	3	122	312	183
Total Enrolled in VIEW ⁵	182	59	3	2	20	56	42
Participants in a Work Activity	96	33	0	0	11	28	24
Participants Assigned to Inactive	0	0	0	0	0	0	0
Participants Employed	28	28	0	0	11	27	24
Full Time	59	16	0	0	5	19	19
Part Time	31	12	0	0	6	8	5
Average Wage	\$5.66	\$5.72	N/A	N/A	\$5.34	\$5.90	\$5.48
Average Monthly Earnings ⁷	\$742	\$659	N/A	N/A	\$602	\$827	\$808

VIEW Work Activity

EDD8: Charlottesville Region - Status through Sept. 30, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 7/1/97

Cumulative Data	Total EDD8	Albemarle	Fluvanna	Greene	Louisa	Nelson	CVille
Participants Referred	357	60	11	14	43	15	214
Total Enrolled in VIEW ⁵	239	44	8	6	20	10	151
Participants in a Work Activity	129	24	6	3	9	4	83
% of Total Enrolled	54%	55%	75%	50%	45%	40%	55%
Participants Employed	126	24	6	3	9	4	80
% of Total Enrolled	53%	55%	75%	50%	45%	40%	53%
# of Cumulative Jobs	129	26	6	3	9	4	81
Full Time Jobs	94	21	6	2	5	3	57
% of Cumulative Jobs	73%	81%	100%	67%	56%	75%	70%
Part Time Jobs	35	5	0	1	4	1	24
% of Cumulative Jobs	27%	19%	0%	33%	44%	25%	30%
Full Employment Component	0	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%	0%
Community Work Experience	2	0	0	0	2	0	0
% of Total Enrolled	1%	0%	0%	0%	10%	0%	0%
On The Job Training	0	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%	0%
Average Wage ⁶	\$5.66	\$6.07	\$6.38	\$5.27	\$5.31	\$5.29	\$5.55
Full Time Average Wage	\$5.58	\$5.72	\$6.38	\$5.33	\$5.42	\$5.35	\$5.47
Part Time Average Wage	\$5.89	\$7.53	N/A	\$5.15	\$5.16	\$5.10	\$5.74
Average Monthly Earnings ⁷	\$721	\$743	\$1,015	\$657	\$621	\$592	\$713
Three Months Employment ⁸	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Six Months Employment ⁹	N/A	N/A	N/A	N/A	N/A	N/A	N/A

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Total EDD8	Albemarle	Fluvanna	Greene	Louisa	Nelson	CVille
TANF Cases Paid During Month ¹⁰	1,002	197	30	48	116	55	556
Total Enrolled in VIEW ⁵	226	40	8	6	18	7	147
Participants in a Work Activity	121	22	6	3	9	4	77
Participants Assigned to Inactive	6	0	0	0	0	0	6
Participants Employed	118	22	6	3	9	4	74
Full Time	86	16	6	3	6	3	52
Part Time	32	6	0	0	3	1	22
Average Wage	\$5.62	\$6.04	\$6.38	\$5.27	\$5.31	\$5.29	\$5.51
Average Monthly Earnings ⁷	\$768	\$772	\$1,085	\$838	\$686	\$621	\$756

VIEW Work Activity

EDD13: Fredericksburg Region - Status through Sept. 30, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 7/1/97

Cumulative Data	Total	Caroline	King	Spotsylvania	Stafford	Fredericksburg
	EDD13		George			
Participants Referred	306	65	18	73	73	77
Total Enrolled in VIEW ³	173	33	11	49	27	53
Participants in a Work Activity	85	12	5	24	17	27
% of Total Enrolled	49%	36%	45%	49%	63%	51%
Participants Employed	82	12	5	23	17	25
% of Total Enrolled	47%	36%	45%	47%	63%	47%
# of Cumulative Jobs	88	12	5	27	17	27
Full Time Jobs	62	8	3	18	14	19
% of Cumulative Jobs	70%	67%	60%	67%	82%	70%
Part Time Jobs	26	4	2	9	3	8
% of Cumulative Jobs	30%	33%	40%	33%	18%	30%
Full Employment Component	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%
Community Work Experience	2	0	0	2	0	0
% of Total Enrolled	1%	0%	0%	4%	0%	0%
On The Job Training	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%
Average Wage ⁶	\$5.79	\$6.18	\$7.98	\$5.61	\$5.52	\$5.57
Full Time Average Wage	\$5.82	\$5.92	\$9.58	\$5.60	\$5.48	\$5.64
Part Time Average Wage	\$5.73	\$6.69	\$5.58	\$5.63	\$5.70	\$5.42
Average Monthly Earnings ⁷	\$769	\$697	\$1,268	\$771	\$770	\$705
Three Months Employment ⁸	N/A	N/A	N/A	N/A	N/A	N/A
Six Months Employment ⁹	N/A	N/A	N/A	N/A	N/A	N/A

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Total	Caroline	King	Spotsylvania	Stafford	Fredericksburg
	EDD13		George			
TANF Cases Paid During Month ¹⁰	767	173	69	177	159	189
Total Enrolled in VIEW ⁵	159	33	10	47	23	46
Participants in a Work Activity	77	11	5	23	16	22
Participants Assigned to Inactive	2	1	0	1	0	0
Participants Employed	76	11	5	22	16	22
Full Time	53	7	3	14	12	17
Part Time	23	4	2	8	4	5
Average Wage	\$5.77	\$6.24	\$7.98	\$5.45	\$5.52	\$5.55
Average Monthly Earnings ⁷	\$810	\$732	\$1,329	\$765	\$809	\$775

VIEW Work Activity

EDD14: Northern Neck Region - Status through Sept. 30, 1997

Work Activity of All Enrolled in VIEW Since Program Implementation 7/1/97

Cumulative Data	Total EDD14	Essex	King & Queen	King William	Lancaster	Mathews	Middlesex	North- umberland	Richmond County	West- moreland
Participants Referred	190	22	19	11	25	13	32	16	16	36
Total Enrolled in VIEW ^a	118	8	13	10	16	9	22	14	6	20
Participants in a Work Activity	47	4	2	2	6	2	14	8	2	7
% of Total Enrolled	40%	50%	15%	20%	38%	22%	64%	57%	33%	35%
Participants Employed	46	4	2	2	6	2	13	8	2	7
% of Total Enrolled	39%	50%	15%	20%	38%	22%	59%	57%	33%	35%
# of Cumulative Jobs	48	4	2	2	6	2	14	9	2	7
Full Time Jobs	36	4	2	1	4	2	9	6	2	6
% of Cumulative Jobs	75%	100%	100%	N/A	67%	100%	64%	67%	100%	86%
Part Time Jobs	12	0	0	1	2	0	5	3	0	1
% of Cumulative Jobs	25%	0%	0%	N/A	33%	0%	36%	33%	0%	14%
Full Employment Component	0	0	0	0	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Community Work Experience	3	0	0	0	0	0	1	2	0	0
% of Total Enrolled	3%	0%	0%	0%	0%	0%	5%	14%	0%	0%
On The Job Training	0	0	0	0	0	0	0	0	0	0
% of Total Enrolled	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Average Wage ^b	\$5.23	\$5.53	\$5.20	\$5.99	\$5.52	\$5.75	\$4.82	\$5.18	\$4.58	\$5.54
Full Time Average Wage	\$5.36	\$5.53	\$5.20	\$6.22	\$5.70	\$5.75	\$5.16	\$5.04	\$4.58	\$5.68
Part Time Average Wage	\$4.70	N/A	N/A	\$5.75	\$5.15	N/A	\$3.63	\$5.47	N/A	\$4.75
Average Monthly Earnings ^c	\$680	\$807	\$772	\$728	\$680	\$826	\$582	\$623	\$647	\$802
Three Months Employment ^d	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Six Months Employment ^e	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

TANF Payment Cases in 9/97 and Work Activity as of 9/30/97

Current Data	Total EDD14	Essex	King & Queen	King William	Lancaster	Mathews	Middlesex	North- umberland	Richmond County	West- moreland
TANF Cases Paid During Month ¹	522	58	49	56	73	39	69	33	39	106
Total Enrolled in VIEW ^d	103	8	8	8	15	9	20	9	6	20
Participants in a Work Activity	41	4	1	2	6	2	11	6	2	7
Participants Assigned to Inactive	1	0	0	0	1	0	0	0	0	0
Participants Employed	41	4	1	2	6	2	11	6	2	7
Full Time	36	4	1	1	4	2	11	5	2	6
Part Time	5	0	0	1	2	0	0	1	0	1
Average Wage	\$5.21	\$5.53	\$5.15	\$5.99	\$5.52	\$5.75	\$4.58	\$5.25	\$4.58	\$5.54
Average Monthly Earnings ^c	\$759	\$846	\$892	\$763	\$713	\$866	\$705	\$717	\$679	\$841

VIEW Timeliness Measures

EDD7 - Culpeper Region - Implementation 7/1/95

	Total EDD7	Culpeper	Fauquier	Madison	Orange	Rapp.
Timely Enrollment¹¹						
Total Due	680	232	228	53	145	22
Cumulative % Timely	75%	87%	56%	85%	77%	95%
% Timely in September 1997	81%	100%	100%	N/A	63%	100%
Timely Placement in a Work Activity¹²						
Total Due	513	158	196	37	107	15
Cumulative % Timely	69%	79%	60%	76%	64%	87%
% Timely in September 1997	67%	88%	0%	N/A	75%	N/A
Timely TANF Redeterminations¹³						
Total Due	2,080	598	795	173	458	56
Cumulative % Timely	78%	95%	52%	80%	96%	98%
% Timely in September 1997	83%	83%	74%	88%	92%	100%
Status of Waiting List for Enrollment¹⁴						
# Over 30 Days	3	0	0	0	3	0
Average # of Days Over 30	15	0	0	0	15	0

EDD9 - Lynchburg Region - Implementation 10/1/95

	Total EDD9	Amherst	Appom.	Bedford	Campbell	Lynchburg
Timely Enrollment¹¹						
Total Due	1,540	127	164	397	327	525
Cumulative % Timely	80%	80%	89%	82%	94%	67%
% Timely in September 1997	95%	100%	100%	92%	100%	92%
Timely Placement in a Work Activity¹²						
Total Due	1,071	89	104	301	190	387
Cumulative % Timely	65%	73%	59%	61%	66%	68%
% Timely in September 1997	79%	100%	50%	100%	80%	63%
Timely TANF Redeterminations¹³						
Total Due	6,376	554	489	1,122	1,124	3,087
Cumulative % Timely	82%	66%	99%	94%	90%	75%
% Timely in September 1997	84%	83%	100%	90%	85%	77%
Status of Waiting List for Enrollment¹⁴						
# Over 30 Days	2	0	1	0	0	1
Average # of Days Over 30	112	0	138	0	0	86

VIEW Timeliness Measures

EDD2 - Bristol-Galax Region - Implementation 1/1/96

	Total EDD2	Blund	Carroll	Grayson	Smyth	Wash.	Wythe	Bristol	Galax
Timely Enrollment¹¹									
Total Due	1,692	44	270	131	316	218	288	301	124
Cumulative % Timely	87%	82%	87%	92%	88%	91%	75%	96%	82%
% Timely in September 1997	67%	N/A	18%	33%	67%	75%	100%	92%	100%
Timely Placement in a Work Activity¹²									
Total Due	1,131	26	167	90	209	153	192	211	83
Cumulative % Timely	72%	73%	76%	73%	73%	69%	66%	80%	65%
% Timely in September 1997	89%	100%	100%	67%	100%	100%	83%	83%	N/A
Timely TANF Redeterminations¹³									
Total Due	3,733	64	537	291	675	591	641	628	306
Cumulative % Timely	94%	98%	90%	97%	94%	82%	98%	99.7%	95%
% Timely in September 1997	97%	100%	96%	89%	100%	94%	96%	100%	100%
Status of Waiting List for Enrollment¹⁴									
# Over 30 Days	17	0	14	2	0	1	0	0	0
Average # of Days Over 30	42	0	49	5	0	19	0	0	0

EDD6 - Northern Virginia Region - Implementation 4/1/96

	Total EDD6	Arlington	Fairfax	Loudoun	Prince William	Alexandria	Manassas	Manassas Park
Timely Enrollment¹¹								
Total Due	5,488	751	2,329	261	994	887	180	86
Cumulative % Timely	79%	78%	80%	94%	77%	74%	89%	92%
% Timely in September 1997	78%	68%	79%	83%	82%	72%	50%	100%
Timely Placement in a Work Activity¹²								
Total Due	4,127	598	1,762	224	669	682	121	71
Cumulative % Timely	66%	65%	65%	71%	72%	59%	85%	85%
% Timely in September 1997	56%	50%	52%	70%	83%	20%	50%	100%
Timely TANF Redeterminations¹³								
Total Due	16,315	1,375	7,273	616	3,293	3,102	443	213
Cumulative % Timely	70%	28%	73%	73%	76%	69%	85%	92%
% Timely in September, 1997	71%	55%	72%	68%	81%	65%	88%	86%
Status of Waiting List for Enrollment¹⁴								
# Over 30 Days	31	4	14	2	4	5	1	1
Average # of Days Over 30	14	16	19	7	4	7	10	14

VIEW Timeliness Measures

EDD10 - Danville Region - Implementation 7/1/96

	Total EDD10	Halifax	Henry	Patrick	Pittsylvania	Danville	Martinsville
Timely Enrollment¹¹							
Total Due	1,760	266	239	152	242	693	168
Cumulative % Timely	85%	92%	74%	85%	89%	83%	96%
% Timely in September 1997	92%	100%	78%	100%	100%	86%	100%
Timely Placement in a Work Activity¹²							
Total Due	1,164	154	165	88	144	495	118
Cumulative % Timely	65%	63%	62%	55%	78%	60%	83%
% Timely in September 1997	74%	100%	33%	50%	50%	60%	83%
Timely TANF Redeterminations¹³							
Total Due	4,399	677	664	280	616	1,796	366
Cumulative % Timely	91%	97%	93%	51%	96%	90%	95%
% Timely in September 1997	85%	100%	69%	39%	96%	92%	89%
Status of Waiting List for Enrollment¹⁴							
# Over 30 Days	3	0	1	0	0	2	0
Average # of Days Over 30	6	0	11	0	0	3	0

EDD5 & EDD18 - Winchester/Eastern Shore Region - Implementation 10/1/96

	Total EDD5	Clarke	Frederick	Page	Shen	Warren	Winchester	Total EDD18	Accomack	Stafford
Timely Enrollment¹¹										
Total Due	442	17	60	65	73	119	108	395	230	165
Cumulative % Timely	87%	59%	90%	97%	93%	74%	94%	59%	59%	58%
% Timely in September 1997	87%	67%	100%	100%	100%	60%	100%	44%	67%	0%
Timely Placement in a Work Activity¹²										
Total Due	270	9	33	35	44	83	66	262	130	132
Cumulative % Timely	69%	44%	79%	83%	80%	43%	86%	64%	65%	63%
% Timely in September 1997	86%	N/A	83%	100%	0%	100%	100%	55%	75%	43%
Timely TANF Redeterminations¹³										
Total Due	1,024	51	132	114	147	400	180	938	576	362
Cumulative % Timely	95%	80%	98%	93%	100%	96%	89%	82%	74%	96%
% Timely in September 1997	100%	50%	100%	100%	100%	100%	80%	85%	74%	97%
Status of Waiting List for Enrollment¹⁴										
# Over 30 Days	5	1	0	0	0	4	0	5	2	3
Average # of Days Over 30	85	2	0	0	0	106	0	91	5	148

VIEW Timeliness Measures

EDD16- Petersburg Region - Implementation 1/1/97

	Total EDD16	Dinwiddie	Prince George	Surry	Sussex	Hopewell	Petersburg
Timely Enrollment ¹¹							
Total Due	826	106	55	23	91	238	313
Cumulative % Timely	89%	96%	100%	91%	84%	79%	94%
% Timely in September 1997	84%	100%	100%	N.A.	100%	53%	93%
Timely Placement in a Work Activity ¹²							
Total Due	510	76	28	16	64	165	161
Cumulative % Timely	65%	71%	79%	63%	61%	51%	76%
% Timely in September 1997	67%	60%	83%	100%	45%	54%	86%
Timely TANF Redeterminations ¹³							
Total Due	2,497	281	175	75	190	503	1,273
Cumulative % Timely	83%	93%	87%	97%	90%	87%	77%
% Timely in September 1997	86%	94%	88%	100%	95%	80%	85%
Status of Waiting List for Enrollment ¹⁴							
# Over 30 Days	7	0	0	0	0	7	0
Average # of Days Over 30	16	0	0	0	0	16	0

EDD12 - Richmond Region - Implementation 4/1/97

	Total EDD12	Chesterfield/ Col Hgts	Goochland	Hanover	Henrico	Powhatan	Richmond City
Timely Enrollment ¹¹							
Total Due	2,743	397	27	34	587	36	1,662
Cumulative % Timely	96%	98%	96%	97%	94%	97%	96%
% Timely in September 1997	96%	100%	100%	100%	90%	100%	97%
Timely Placement in a Work Activity ¹²							
Total Due	1,286	177	15	17	268	20	789
Cumulative % Timely	73%	84%	100%	94%	81%	80%	68%
% Timely in September 1997	71%	82%	100%	83%	88%	100%	66%
Timely TANF Redeterminations ¹³							
Total Due	5,410	478	29	132	1,166	35	3,570
Cumulative % Timely	58%	60%	93%	92%	71%	77%	52%
% Timely in September 1997	64%	73%	100%	84%	81%	71%	56%
Status of Waiting List for Enrollment ¹⁴							
# Over 30 Days	7	0	0	0	5	0	2
Average # of Days Over 30	14	0	0	0	14	0	15

VIEW Timeliness Measures

EDD4 - Harrisonburg Region - Implementation 7/1/97

	Total EDD4	Augusta/St aunton	Bath	Highland	Rockbridge/ Bl/Lex	Rockingham/H Burg	Waynesboro
Timely Enrollment¹¹							
Total Due	172	50	4	2	21	58	37
Cumulative % Timely	94%	98%	75%	100%	90%	90%	100%
% Timely in September 1997	88%	95%	0%	N/A	92%	81%	100%
Timely Placement in a Work Activity¹²							
Total Due	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cumulative % Timely	N/A	N/A	N/A	N/A	N/A	N/A	N/A
% Timely in September 1997	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Timely TANF Redeterminations¹³							
Total Due	435	127	7	2	56	152	91
Cumulative % Timely	89%	90%	100%	100%	64%	99%	88%
% Timely in September 1997	85%	90%	N/A	100%	60%	96%	79%
Status of Waiting List for Enrollment¹⁴							
# Over 30 Days	5	1	0	0	0	4	0

EDD8 - Charlottesville Region - Implementation 7/1/97

	Total EDD8	Albemarle	Fluvanna	Greene	Louisa	Nelson	CVille
Timely Enrollment¹¹							
Total Due	200	37	6	5	16	11	125
Cumulative % Timely	87%	100%	100%	100%	94%	92%	81%
% Timely in September 1997	89%	100%	100%	100%	100%	86%	82%
Timely Placement in a Work Activity¹²							
Total Due	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cumulative % Timely	N/A	N/A	N/A	N/A	N/A	N/A	N/A
% Timely in September 1997	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Timely TANF Redeterminations¹³							
Total Due	472	102	15	20	51	24	260
Cumulative % Timely	86%	84%	100%	95%	96%	88%	83%
% Timely in September 1997	88%	83%	100%	100%	100%	71%	90%
Status of Waiting List for Enrollment¹⁴							
# Over 30 Days	4	0	0	0	0	1	3
Average # of Days Over 30	25	0	0	0	0	4	32

VIEW Timeliness Measures

EDD13- Fredericksburg Region - Implementation 7/1/97

	Total EDD13	Caroline	King George	Spotsylvania	Stafford	Fredericksburg
Timely Enrollment¹¹						
Total Due	149	32	10	42	23	42
Cumulative % Timely	79%	75%	90%	81%	91%	93%
% Timely in September 1997	86%	93%	100%	77%	100%	86%
Timely Placement in a Work Activity¹²						
Total Due	N/A	N/A	N/A	N/A	N/A	N/A
Cumulative % Timely	N/A	N/A	N/A	N/A	N/A	N/A
% Timely in September 1997	N/A	N/A	N/A	N/A	N/A	N/A
Timely TANF Redeterminations¹³						
Total Due	346	89	30	80	65	82
Cumulative % Timely	96%	97%	100%	88%	100%	99%
% Timely in September 1997	98%	100%	100%	92%	100%	97%
Status of Waiting List for Enrollment¹⁴						
# Over 30 Days	2	1	0	0	0	1
Average # of Days Over 30	19	33	0	0	0	5

EDD14 - Northern Neck Region - Implementation 7/1/97

	Total EDD14	Essex	King & Queen	King William	Lancaster	Mattews	Middlesex	North umberland	Richmond County	Westmoreland
Timely Enrollment¹¹										
Total Due	54	2	8	3	6	3	10	10	5	7
Cumulative % Timely	94%	50%	100%	67%	83%	100%	100%	100%	100%	100%
% Timely in September 1997	79%	100%	100%	75%	56%	100%	100%	100%	N/A	55%
Timely Placement in a Work Activity¹²										
Total Due	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cumulative % Timely	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
% Timely in September 1997	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Timely TANF Redeterminations¹³										
Total Due	260	30	30	26	35	19	35	21	20	44
Cumulative % Timely	92%	67%	87%	96%	94%	84%	100%	100%	100%	100%
% Timely in September 1997	71%	83%	75%	100%	100%	57%	100%	100%	100%	100%
Status of Waiting List for Enrollment¹⁴										
# Over 30 Days	2	0	0	0	1	0	0	0	0	1
Average # of Days Over 30	3	0	0	0	4	0	0	0	0	2

Child Support Enforcement, Diversion, & Family Cap

Child Support Enforcement - Statewide Totals

Collections

	<i>Sep-96</i>	<i>Sep-97</i>	<i>% Change</i>
TANF Cases Collected	16,854	15,874	-6%
NTANF Cases Collected	67,043	77,109	15%
Total Cases Collected	83,897	92,983	11%
TANF Collections	\$2,948,905	\$2,818,735	-4%
NTANF Collections	\$17,646,802	\$21,801,026	24%
Total Collections	\$20,595,707	\$24,619,761	20%
SFY YTD Collections	\$63,020,503	\$72,438,180	15%
SFY YTD Average Collection	\$250	\$261	4%

Paternities Established

	<i>Sep-97</i>
TANF Paternities	517
NTANF Paternities	1,092
Combined Paternities	1,609

Diversion - Statewide Totals

Reason for Diversion Payment	<i>Sep-97</i>			<i>Jul-95 thru Sep-97</i>
	Total	Average Payment	Cases	Cases
Transportation	\$3,718	\$929	4	184
Housing/Utilities	\$61,612	\$994	62	802
Medical	\$0	\$0	0	6
Child Care	\$0	\$0	0	3
Other	\$18,343	\$1,019	18	210
Total	\$83,672	\$996	84	1,205

Family Cap

Number of Children Excluded Due to Family Cap September 1997 95

VIEW Definition Sheet

24

Selected Definitions of Terms Contained in Report

Average Cost Per Employed Participant. A locality's VIEW federal/state/local/non-reimbursable expenditures (from LANCER) for budget line 872 (excluding "Partners for Prevention") divided by the number of participants employed.

Average Monthly Earnings. Average monthly earnings reflects the number of hours per month worked at the beginning of each employment occurrence and the latest hourly wage reported for that occurrence. Average monthly earnings is based on occurrences of employment. It does not use one amount of earnings for each participant and then derive an average of those earnings.

Average Wage. The average of the latest wages reported for each occurrence of employment. For example, if a participant begins an employment occurrence at minimum wage and later is reported to have been increased to \$5.00 per hour, the \$5.00 is used in the calculation of the average wage, not the original \$4.25.

Cases Closed with Employment. These are TANF or TANF-UP cases that are closed with an indication in the Virginia Client Information System (VACIS) data base of employment in the month that they closed. It does not mean that the case necessarily closed because of employment. For example, a TANF case may have an indication of closing at the client's request, along with indication of existing employment in VIEW. This case is counted as closed with employment.

Community Work Experience. Unduplicated count of VIEW participants who were assigned to work for their benefits at public or non-profit organizations.

Enrolled. Unduplicated number of TANF recipients who were interviewed, received an individual assessment, signed the Agreement of Personal Responsibility, and enrolled in the VIEW program.

Estimated Mandatory. An estimate of the number of TANF cases that are mandatory to be referred to VIEW. It is developed from case information in the state data base.

Full Employment. Unduplicated count of VIEW participants who obtained subsidized employment with a private sector employer. The recipient's TANF and Food Stamp benefits are used to pay the employer a subsidy to offset the employer's cost of training the recipient for the job.

Full Time Jobs. Number of jobs obtained at 30 hours a week or greater.

Number of Cumulative Jobs. Total number of unsubsidized jobs obtained by participants. A participant may have one or more jobs during enrollment; this is one or more occurrences of employment involving one participant. In earlier reports, this item was called Entered Employment.

On the Job Training. Unduplicated count of VIEW participants who obtained direct on the job training with a specific employer.

Participants Assigned to Inactive. Inactive is a status assigned to participants who cannot participate in the VIEW program for reasons other than being exempt.

Participants Employed. Total number of participants who ever obtained an unsubsidized job, either full time or part time. If employed more than one time, they are still only counted once. Also, these participants may have left their job and not gotten another one.

VIEW Definition Sheet Continued

Participants in a Work Activity. Unduplicated count of persons who have been in any of the work activity components, e.g. employment, full employment, community work experience, and on the job training. For example, a person who was in community work experience and then employed would be counted only once.

Part Time Jobs. Number of jobs obtained from 8 to 29 hours a week.

Referred. Unduplicated number of TANF recipients who were determined eligible for VIEW and had their names referred to the automated VIEW list for participation.

Six Months Employment. This represents the percent of all participants that were employed six months or more before the end of the report month and who were employed six months after the date of that employment. Employment may or may not have been continuous during the period.

Three Months Employment. This represents the percent of all participants that were employed three months or more before the end of the report month and who were employed three months after the date of that employment. Employment may or may not have been continuous during the period.

¹Applications are not necessarily acted upon in the month that they are received.

²Sep-97 cases paid are prior to possible adjustment.

³These numbers are estimated cumulative counts based on quarterly extract data and monthly approved applications.

⁴A case may be open in more than one locality during the time period.

⁵When individuals are transferred from one locality to another, VACIS transfers their history as well. This may have an effect on a locality's cumulative VIEW statistics.

⁶Minimum wage is \$5.15.

⁷Includes full and part time earnings.

⁸This represents the percent of all participants that were employed three months or more before the end of the report month and who were employed three months after the date of that employment. Employment may or may not have been continuous.

⁹This represents the percent of all participants that were employed six months or more before the end of the report month and who were employed six months after the date of that employment. Employment may or may not have been continuous.

¹⁰Number includes TANF-UP and is prior to possible adjustment.

¹¹Enrollment is timely if done within 30 days of referral.

¹²Placement in a work activity is timely if a participant is in a work activity on the 90th day after referral.

¹³Redeterminations are timely if a case is reviewed every six months.

¹⁴As of September 30, 1997.

¹⁵The Family Cap data does not include cases in ADAPT.

*Closed cases do not include cases in ADAPT. Information was not available at the time of the report.

Appendix IV

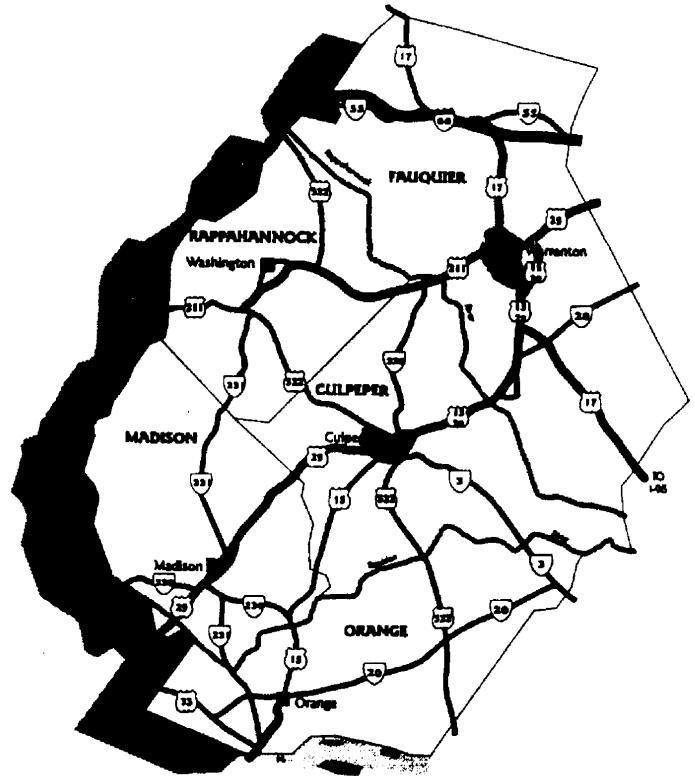
DISTRICT 7

LOCATION

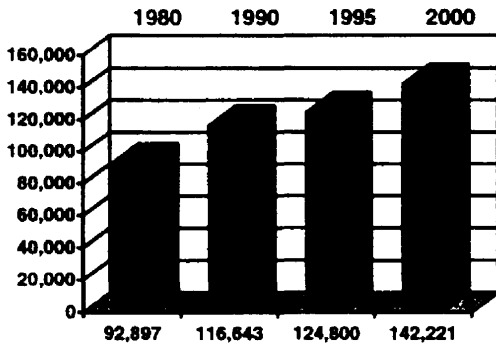
District 7 is situated in the north-central Piedmont region of Virginia, not far from the foothills of the Blue Ridge Mountains. This 1,964-square mile region is primarily scenic and rural in nature, with commercial and industrial activity concentrated around the towns located within the District.

Agricultural and forest products industries thrive in the region, while the continued expansion of the Northern Virginia economy enhances the District's position as an attractive location for trade and industrial growth.

The centrally-located town of Culpeper, is 75 miles southwest of Washington, D.C.; 89 miles northwest of Richmond, the state capital; and 174 miles northwest of Norfolk.



DEMOGRAPHICS



86% white 14% nonwhite
 Median age: 34.2 years

\$ 22,324

49,724 (1986)

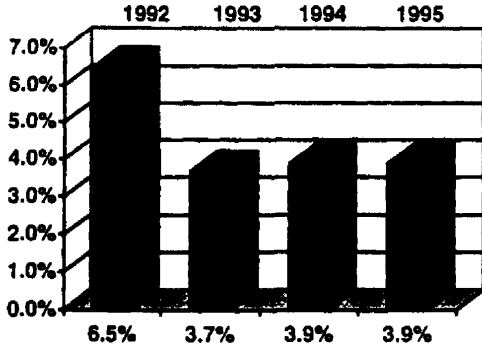
63,600 (1996)

50% male
 50% female

18,029

Underemployed is defined as people participating in the workforce earning less than \$15,000 per year.

DISTRICT 7



November 1995 = 3.6%

1,393	Agriculture	4%
52	Mining	0%
2,821	Construction	8%
4,789	Manufacturing	13%
1,304	Transportation	4%
8,166	Trade	23%
1,390	F.I.R.E.	4%
7,775	Services	22%
8,265	Government	23%
35,955	Total Employees	100%

*By Business Establishment.

13,738	Managerial & professional	23.5%
17,246	Tech., sales, & admin. support	29.5%
6,489	Service	11.1%
3,508	Farming, forestry, & fishing	6%
8,710	Precision production & repair	14.9%
8,769	Operators, fabricators, & laborers	15%
58,460	Total Employees	100%

*By Place of Residence.

Percentage of population 25 years and older who are high school graduates71.2%

Percentage of population 25 years and older who have earned a Bachelor's Degree or higher18.1%

Manufacturing

American Woodmark Corp.
300 - 599 (Kitchen cabinets)

Faith Mountain
100 - 299 (Retail Catalog)

ITT Automotive Inc.
300 - 599 (Disk brake parts)

Keller Manufacturing Co., Inc.
100 - 299 (Furniture)

Liberty Fabrics, Inc.
300 - 599 (Lace dying & finishing)

Madison Wood Preservers, Inc.
50 - 99 (Pressure treated lumber)

Merillat Industries, Inc.
100 - 299 (Kitchen cabinets)

Prince Michel Vineyards
50 - 99 (Wine)

Rochester Corporation
300 - 599 (Cables)

Ross Industries, Inc.
100 - 299 (Food processing & packaging equipment)

SMITH-MIDLAND Corporation
100 - 299 (Precast concrete products)

DISTRICT 7

Trinity Plastics Corp.
100 - 299 (Plastic bags)

Wrangler, Inc.
100 - 299 (Men's jeans)

Nonmanufacturing

Culpeper Hospital, Inc.
600 - 999 (Health care)

Fauquier Hospital, Inc.
600 - 999 (Health care)

Graves Mountain Lodge
50 - 99 (Resort)

Plow & Hearth
100 - 299 (Mail order home & garden)

S.W.I.F.T.
100 - 299 (Financial telecommunications)

High school graduates not continuing (1993-94).....	376
Community college graduates (1994-95).....	238
Community college enrollees (1995-96)	2,717
Unemployed (1994)	2,540

<u>Occupations</u>	<u>Mean</u>	<u>Entry Level</u>
Production Supervisor	hr./\$13.51	\$9.41
Inspector/Tester/Grader/ Weigher	7.99	6.84
Mechanic, Machinery Maintenance	11.26	9.40

Maintenance Electrician	11.95	10.04
Hand Packer	7.12	5.29
Material Handler/Warehouse Worker	6.88	6.28
Heavy Truck Driver	9.84	7.20
Office Manager/Clerical Supervisor	wk./\$567.	\$381.
Secretary	429.	326.
Bookkeeping/Accounting Clerk	481.	297.
Shipping and Receiving Clerk	406.	351.

TRANSPORTATION

Interstates:
I-66

Highways:
U.S. Rte. 15 (north-south)
U.S. Rte. 17 (north-south)
U.S. Rte. 29 (north-south)
U.S. Rte. 33 (east-west)
U.S. Rte. 211 (east-west)
U.S. Rte. 522 (north-south)

Motor Carriers:
24 trucking firms serve the area

Commercial Air Service:
Charlottesville-Albemarle Airport
American Eagle
Delta Airlines
Comair
United Express
USAir
USAir Express

Washington Dulles International Airport
Aeroflot
Air Canada
Air France
All Nippon Airways
American Airlines
American Eagle

DISTRICT 7

Austrian Airlines
British Airways
Business Express
Canadian Regional Airlines
Colgan Air
Comair
Continental Airlines
Continental Express
Delta Airlines
Delta Connection
Japan Airlines
KLM Royal Dutch Airlines
Korean Air Lines
Lufthansa German Airlines
Northwest Airlines
Swissair
Saudi Arabian Airlines
TACA International Airlines
Transbrasil
Trans World Airlines
United Airlines
United Express
USAir
ValuJet

Washington National Airport
American Airlines
Air Canada
American Eagle
America West
Business Express
Comair
Continental Airlines
Delta Airlines
Delta Connection
Delta Shuttle
Midway Airlines
Midwest Express
Northwest Airlines
Trans World Airlines
Trans World Express
United Airlines
USAir
USAir Express
USAir Shuttle

General Aviation Service:

Culpeper Municipal Airport
Gordonsville Municipal Airport
Orange County Airport
Warrenton-Fauquier Airport

Freight Rail Service:

CSX Transportation
Norfolk Southern Corporation

Port:

Richmond 89 miles
Norfolk..... 174 miles
Inland Port..... 44 miles

Overnight Package Delivery:

Federal Express, Airborne Express, Purolator, Emery, and U.S. Mail Express serve this area.

UTILITIES

Electric:

Virginia Power
Allegheny Power
Rappahannock Electric Cooperative
Central Virginia Electric Cooperative
Northern Virginia Electric Cooperative
Town of Culpeper

Natural Gas:

Lynchburg Gas Company
Columbia Gas of Virginia, Inc.
Commonwealth Gas Services, Inc.

Telecommunications:

Local Service:

Bell Atlantic-Virginia
Sprint Centel-Virginia
GTE Virginia

Long Distance Service:

AT&T
Sprint
MCI

DISTRICT 7

SouthernNet, Inc.
 LCI
 Online Communications
 GTE
 ITT
 Allnet
 Long Distance Service, Inc.
 Blue Ridge TeleCom
 Cable & Wireless Communications

Water:

Fauquier County WSA
 Marshall Water Works
 Rapidan Service Authority
 Town of Culpeper
 Town of Orange
 Town of Remington
 Town of Washington

Waste Water Treatment:

Fauquier County WSA
 Rapidan Service Authority
 Town of Culpeper
 Town of Orange
 Town of Warrenton
 Village of Sperryville

Solid Waste Disposal:

County of Madison Landfill
 Culpeper County
 Fauquier County Landfill
 Orange County Landfill
 Rappahannock County Sanitary Landfill
 Town of Culpeper

FINANCIAL INSTITUTIONS

<i>Banks</i>	<i>1995 Statewide Assets</i>
NationsBank, N. A.	\$ 29.4 billion
Crestar Bank	12.6 billion
Central Fidelity National Bank	10.4 billion
First Union National Bank of Virginia	9.2 billion

First Virginia Bank	3.1 billion
Jefferson National Bank	2.0 billion
F&M Bank-Winchester	743.8 million
Second Bank & Trust	193.7 million
The Fauquier Bank	169.0 million
Southern Financial Federal Savings Bank	158.1 million
First Virginia Bank-Central	111.2 million
F&M Bank-Peoples	96.5 million
Marshall National Bank & Trust Company	70.2 million
State Bank of Remington, Inc.	60.4 million
Virginia Community Bank	63.9 million
Rappahannock National Bank	16.0 million

GOVERNMENT

District 7 includes the counties of Culpeper, Fauquier, Madison, Orange, and Rappahannock.

Each county has a board of supervisors and a county administrator.

Each county has a comprehensive plan and subdivision and zoning ordinances.

There are eight incorporated towns in District 7.

TAXES (1996-97)

Localities in Virginia collect a 1% sales tax. They do not tax other items taxed at the State level.

Counties and cities in Virginia are separate taxing entities. Therefore, a company pays taxes to either a county or to a city.

If a company is located in a town, it pays town and county taxes except for utility taxes which

DISTRICT 7

are paid only to the town and the license tax which is paid only to the town unless town law permits the additional collection of a county tax.

Manufacturers pay real estate, machinery and tools, truck and automobile, utility, and sales taxes.

Nonmanufacturers pay real estate, tangible personal property, truck and automobile, utility, and sales taxes. They also may pay either a merchants' capital or a license tax.

Percentage of 1990-91 ninth grade membership graduating (1993-94)..... 73.8%

Percentage of high school graduates continuing education (1993-94)..... 63.8%

EDUCATION

5 Districts

	Number	(1996-97) Enrollment
Elementary	24	10,770
Middle	7	4,517
High Schools	6	5,723
Alternative	1	26

George Washington Carver/Piedmont Technical Education Center

(1995-96)
Enrollment

Germanna Community College 2,717

Elementary 13:1
Secondary 12:1

CLIMATE

Average January temperature 34°F 1°C
Average July temperature 76°F 24°C

Average annual rainfall 41.05"
Average annual snowfall 20.88"

COMMUNITY FACILITIES

Two hospitals are located in District 7. The northern sector of the District can utilize Fauquier Hospital, a 120-bed modern healthcare facility offering a 24-hour emergency room, general acute care, intensive care, and outpatient surgery. Culpeper Memorial Hospital, located in the center of the District, is a 100-bed full service community hospital. Services include a 24-hour emergency room, intensive and coronary care units, maternity, and outpatient surgery. Additional hospitals are located

	Low	High
Reading	42	56
Math	38	60
Science	50	65

Note: Results are reported in percentile equivalents of average scores; the 50th percentile represents an average score for students nationwide.

Per pupil expenditure (1993-94)... \$4,803 - \$5,321

nearby in Charlottesville, Fredericksburg, and Northern Virginia. The 693-bed University of Virginia Hospital located in Charlottesville, is a major research and teaching facility offering the latest in technology, equipment, and services. Several public and private medical clinics are located in the District.

Approximately 125 physicians and 55 dentists practice in the area. Several hundred more doctors are located in the Charlottesville and Northern Virginia areas.

Numerous nursing and retirement homes are located throughout the area with over 300 nursing home beds authorized.

There are more than 200 places of worship in District 7. Most Protestant denominations as well as the Roman Catholic faith are represented. Jewish synagogues are located in Charlottesville, Fredericksburg, and Northern Virginia.

Each of the five localities has a library system with a total of over 300,000 volumes.

The area offers numerous shopping opportunities. There are approximately eleven shopping centers located throughout the area. The towns in the district offer a variety of unique shopping choices. In Downtown Culpeper, a historic district undergoing revitalization, numerous retail shops and restaurants can be found. The Plains, in Fauquier County, offers quaint village specialty shops featuring wines, cheeses, gifts, and antiques. Warrenton's Old Town retail district offers specialty clothing, book shops, toys, artworks and crafts in an attractive restored environment. The outlying portions of the District are served by numerous smaller commercial centers offering general variety, drug, grocery, and hardware stores to meet residents' immediate needs. Most retail and trade is centered in the Charlottesville area, containing a major regional mall, and

Northern Virginia containing several regional malls.

LIFE STYLE

The District's proximity to Charlottesville, Fredericksburg, Northern Virginia, and Washington D.C. provide residents with numerous cultural, historic, and entertainment attractions. Within the District, area residents enjoy a variety of cultural offerings. Montpelier, the 2,700-acre estate of President James Madison, is located in the District. Approximately 85,000 visitors tour the home of the "Father of the Constitution" each year. There are numerous sites on the National Register of Historical Places located in the District forming an emerging tourist industry. History buffs will find Civil War battlefield sites convenient to the area.

The region's location on the eastern edge of the panoramic Blue Ridge Mountains allows residents to take advantage of numerous recreational pursuits. The Shenandoah National Park has thousands of acres in the District and provides the setting for fishing, hunting, horseback riding, hiking, camping, and canoeing. The Appalachian Trail and the famed Skyline Drive traverse the mountain crests and are easily accessed from the District. The clear mountain streams and lakes are well stocked with brook and rainbow trout and attract fisherman from afar. Numerous regional and local parks provide additional recreational opportunities to area residents.

Much of the District's heritage is associated with the horse industry. Horse breeding, shows for hunting, steeplechase racing, and point-to-point meets still play an integral part of the area's lifestyle. Events such as the Virginia Gold Cup races, held annually in May, often feature national champions and attract

thousands of competitors and spectators to the area from all over the East Coast.

Wine lovers will note that Madison County is the site of Prince Michel Vineyards, the state's largest winery. This French Provincial winery and visitors center is open for public tours and reflects the growing importance of the wine industry in Virginia.

DISTRICT 9

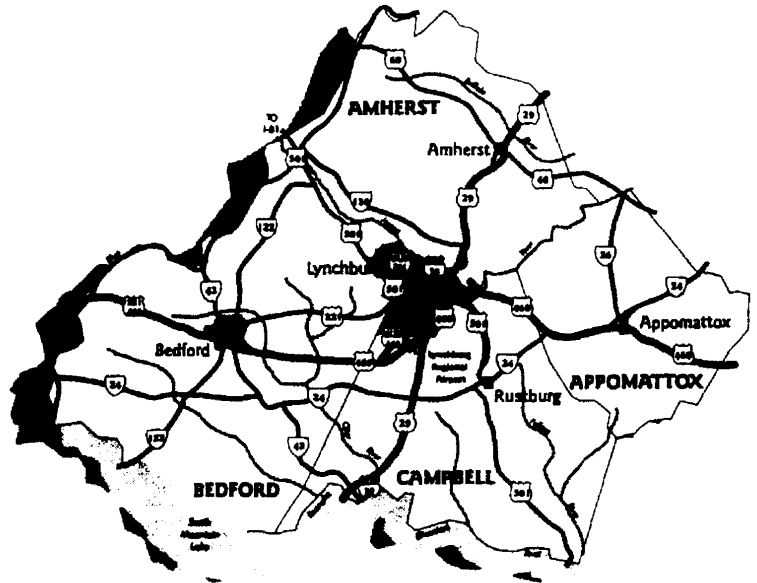
LOCATION

District 9, located in south-central Virginia, is comprised of the 4 counties and two cities of Region 2000. The Region 2000 area covers 2,122 square miles in the foothills of the Blue Ridge Mountains. The historic James River bisects the region with the Roanoke (Staunton) River and expansive 23,400-acre Smith Mountain Lake situated to the south.

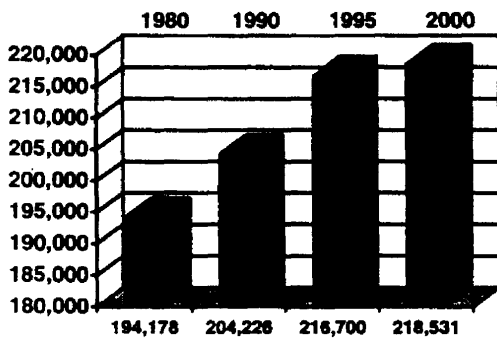
The District's two major U.S. highways, Routes 29 and 460, have become corridors for most of the industrial, commercial, and residential development.

The city of Lynchburg, located at the intersection of U.S. Routes 29 and 460 and at the heart of the area's Lynchburg Metropolitan Statistical Area (MSA), is a major highway and transportation hub, as well as a diversified manufacturing center.

Lynchburg is 110 miles west of Richmond, the state capital; 190 miles west of Norfolk; and 52 miles east of Roanoke.



DEMOGRAPHICS



81% white 9% nonwhite
 Median age: 4.6 years

\$ 18,695

96,872 (1986)

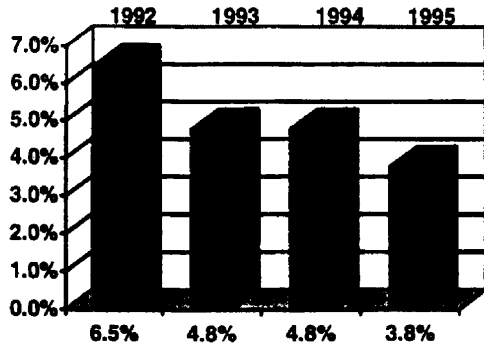
108,081 (1996)

48% male
 52% female

35,758

Underemployed is defined as people participating in the workforce earning less than \$15,000 per year.

DISTRICT 9



November 1995 = 4.1%

541	Agriculture	1%
76	Mining	0%
5,436	Construction	6%
26,550	Manufacturing	28%
3,349	Transportation	4%
21,592	Trade	23%
4,053	F.I.R.E.	4%
19,965	Services	21%
12,880	Government	14%
94,442	Total Employees	100%

*By Business Establishment.

21,617	Managerial & professional	21.9%
28,822	Tech., sales, & admin. support	29.2%
13,128	Service	13.3%
2,270	Farming, forestry, & fishing	2.3%
12,831	Precision production & repair	13%
20,037	Operators, fabricators, & laborers	20.3%
98,706	Total Employees	100%

*By Place of Residence.

Percentage of population 25 years and older who are high school graduates65.5%

Percentage of population 25 years and older who have earned a Bachelor's Degree or higher15.7%

Manufacturing

BGF Industries, Inc.
600 - 999 (Fiberglass fabrics)

Armstrong Furniture
600 - 999 (Furniture)

Babcock & Wilcox Co.
1,500 - 2,499 (Industrial machinery)

Bassett Walker, Inc.
300 - 599 (Sweatshirts)

Belvac Production Machinery
100 - 299 (Beverage can production machinery)

Bibb Company, Inc.
300 - 599 (Cotton fabric finishing)

Buffalo Air Handling
100 - 299 (Air handling equipment)

C.B. Fleet, Inc.
100 - 299 (Pharmaceuticals)

Ericsson Inc.
2,500 - 4,999 (Mobile radios/cellular phones)

Founders Furniture
600 - 999 (Furniture)

Framatome Technologies
1,500 - 2,499 (Nuclear power products)

DISTRICT 9

Georgia-Pacific
300 - 599 (Corrugated paperboard)

Griffin Pipe Products Co.
300 - 599 (Pipes and fittings)

Lane Company, Inc. (HQ)
1,000 - 1,499 (Wooden furniture)

Limotorque Corporation (HQ)
300 - 599 (Valve actuators)

Lynchburg Foundry
600 - 999 (Castings)

Progress Printing Co. (HQ)
100 - 299 (Offset printing)

R.R. Donnelley & Sons Co.
600 - 999 (Rotogravure printing)

Rock-Tenn Corp.
300 - 599 (Paperboard products)

Ross Labs
600 - 999 (Infant formula)

Rubatex Corp.
600 - 999 (Rubber products)

Sam Moore Furniture Industries, Inc.
300 - 599 (Upholstered furniture)

Virginia Fibre Corp.
100 - 299 (Corrugated paper)

Nonmanufacturing

Bedford Memorial Hospital
300 - 599 (Health services)

Direct Mail Communications Inc.
100 - 299 (Printing & mass mailing)

J. Crew
1,000 - 1,499 (Catalog sales)

High school graduates
not continuing (1993-94).....476

Community college
graduates (1994-95).....357

Community college
enrollees (1995-96).....3,907

Unemployed (1994)5,334

<i>Occupations</i>	<i>Mean</i>	<i>Entry Level</i>
Production Supervisor	hr./\$15.48	\$11.14
Assembler/Fabricator		
Non-Precision	9.04	7.12
Machinist	13.33	8.61
Mechanic, Machinery		
Maintenance	12.90	8.67
Machine Operator,		
Milling/Planing Machine	9.59	7.34
Hand Packer	6.58	5.62
Material Handler/Warehouse		
Worker	8.25	6.49
Industrial Truck/Tractor		
Operator	9.74	7.38
Office Manager/Clerical		
Supervisor	wk./\$491.	\$337.
Secretary	405.	284.
Computer Operator	441.	343.
Shipping and Receiving Clerk	392.	278.

TRANSPORTATION

Highways:

- U.S. Rte. 29 (east-west)
- U.S. Rte. 60 (east-west)
- U.S. Rte. 221 (east-west)
- U.S. Rte. 460 (east-west)
- U.S. Rte. 501 (north-south)

DISTRICT 9

Motor Carriers:

40 trucking firms serve the area

Commercial Air Service:

Lynchburg Regional Airport
Atlantic Southeast Airlines
USAir Express
United Express

Roanoke Regional Airport
Atlantic Southeast Airlines
Comair
Northwest Airlinck
United Express
USAirways
USAirways Express

General Aviation Service:

Brookneal-Campbell County Airport
Falwell Airport
New London Airport
Smith Mountain Lake Airport

Freight Rail Service:

CSX Transportation
Norfolk Southern Corporation

Port:

Richmond..... 110 miles
Norfolk..... 190 miles

Overnight Package Delivery:

Emery Worldwide, Federal Express, U.P.S.,
and U.S. Mail Express serve this area.

UTILITIES

Electric:

Appalachian Power Company
Virginia Power
City of Bedford
Southside Electric Cooperative
Central Virginia Electric Cooperative

Natural Gas:

Commonwealth Gas Services, Inc.
Lynchburg Gas Company

Telecommunications:

Local Service:

Bell Atlantic-Virginia
Sprint Centel-Virginia
GTE Virginia

Long Distance Service:

AT&T
MCI
Sprint
ATC Long Distance
Business Telcom
LCI International
Long Distance Service
Metromedia
Mid-Atlantic Telcom
Tri-tel Communications

Water:

Amherst County Service Authority
Bedford County Service Authority
Campbell County Utilities and Service
Authority
City of Bedford
City of Lynchburg
Town of Altavista
Town of Amherst
Town of Appomattox
Town of Brookneal
Town of Pamplin
Concord
Rustburg
Timberlake/Leesville

Waste Water Treatment:

Amherst County Service Authority
Bedford County Service Authority
Campbell County Utilities and Service
Authority
City of Bedford
City of Lynchburg
Town of Altavista

DISTRICT 9

Town of Amherst
Town of Appomattox
Town of Brookneal
Rustburg
Timberlake/Leesville

Solid Waste Disposal:

Amherst County Sanitary Landfill
Appomattox County Sanitary Landfill
Bedford County Sanitary Landfill
Campbell County Sanitary Landfill
City of Bedford Sanitary Landfill
City of Lynchburg

FINANCIAL INSTITUTIONS

<i>Banks</i>	<i>1995 Statewide Assets</i>
NationsBank, N.A.	\$ 29.4 billion
Crestar Bank	12.6 billion
Central Fidelity National Bank	10.4 billion
First Union National Bank of Virginia	9.2 billion
Virginia First Savings Bank, F.S.B.	693.7 million
First Federal Savings Bank	482.3 million
Peoples Bank of Danville	347.6 million
Co-operative Savings Bank, F.S.B.	295.9 million
First Citizens Bank & Trust Co.	242.7 million
The First National Bank of Rocky Mount	210.3 million
First Virginia Bank-Piedmont	202.2 million
The First National Bank of Altavista	117.0 million
Bedford Federal Savings Bank	112.3 million
First Community Bank	105.1 million
The Farmers Bank of Appomattox	78.0 million
F&M Bank-Central Virginia	72.0 million
The Bank of Charlotte County	66.8 million

GOVERNMENT

District 9 includes Amherst, Appomattox, Bedford, and Campbell counties and the cities of Bedford and Lynchburg.

Each county has a board of supervisors and county administrator. The cities have a city council and city manager.

Each locality has a comprehensive plan and subdivision and zoning ordinances.

There are five incorporated towns in District 9.

TAXES (1996-97)

Localities in Virginia collect a 1% sales tax. They do not tax other items taxed at the State level.

Counties and cities in Virginia are separate taxing entities. Therefore, a company pays taxes to either a county or to a city.

If a company is located in a town, it pays town and county taxes except for utility taxes which are paid only to the town and the license tax which is paid only to the town unless town law permits the additional collection of a county tax.

Manufacturers pay real estate, machinery and tools, truck and automobile, utility, and sales taxes.

Nonmanufacturers pay real estate, tangible personal property, truck and automobile, utility, and sales taxes. They also may pay either a merchants' capital or a license tax.

DISTRICT 9

EDUCATION

5 Districts

	Number	(1996-97) Enrollment
Elementary	42	16,517
Middle	10	7,572
High Schools	12	10,863
Alternative	2	182

Elementary 16:1
 Secondary 12:1

	Low	High
Reading	47	53
Math	38	52
Science	50	60

Note: Results are reported in percentile equivalents of average scores; the 50th percentile represents an average score for students nationwide.

Per pupil expenditure (1993-94) \$3,805-\$5,381

Percentage of 1990-91 ninth grade membership graduating (1993-94) 74.2%

Percentage of high school graduates continuing education (1993-94) 75.7%

Bedford Educational Center

Campbell County Vocational-Technical Center

	(1995-96) Enrollment
Liberty University	9,314
Central Virginia Community College	3,907
Lynchburg College	1,963
Randolph-Macon Woman's College	724
Sweet Briar College	731
Virginia Seminary and College	14

CLIMATE

Average January temperature 36°F 2°C
 Average July temperature 77°F 25°C

Average annual rainfall 40.00"
 Average annual snowfall 17.90"

COMMUNITY FACILITIES

Two major hospitals are located in Lynchburg-- Virginia Baptist Hospital with 388 beds provides obstetric, medical-pediatric, neonatal, and psychiatric services for the area. Lynchburg General Hospital with 380 beds operates the area's emergency department and provides cobalt therapy, and neurological intensive care. The area's third hospital is located in Bedford City. Bedford County Memorial Hospital provides 178 patient beds. Additional major medical care is available in nearby Charlottesville and Roanoke. Numerous medical clinics can be found throughout the region.

District 9 is served by more than 230 physicians and 70 dentists representing more than 30 medical and surgical specialties.

Nursing and extended care are available to area citizens through several nursing homes distributed throughout the District.

More than 400 places of worship are located in District. Most Protestant denominations are represented along with the Roman Catholic faith. Jewish synagogues are located in the city of Lynchburg.

Twelve public libraries and branches are located in the various localities with a collection of more than 250,000 volumes. Three local colleges/universities and Central Virginia Community College have libraries that are accessible to the public.

Lynchburg has a wide variety of shopping opportunities. River Ridge Mall, a major five-anchor regional shopping center, is the leading retail center for the area. Downtown Lynchburg offers a shopping district which includes the "Batteau Landing" at the farmers market and the Main Street Galleria. Nearby Roanoke and Charlottesville provide numerous shopping opportunities including regional malls. Other shopping opportunities are scattered throughout the region.

LIFE STYLE

Lynchburg serves as the cultural center of District 9. The Lynchburg Fine Arts Center brings outstanding programs and instruction to the area. The center houses two art galleries, a theater, two dance studios, and is home to the oldest continuous theater group in the country. The Lynchburg Symphony offers a varied concert season each year and regularly features nationally known performers. This is supple-

mented by the 1,500-member Community Concert Association which each year brings several renowned groups to the city. The Little Town Players perform live theatre in Bedford at the Elks National Home Theatre. This successful community theatre group is now enjoying its second decade of producing popular drama for residents of Central Virginia. Sweet Briar College in Amherst County sponsors many concerts, lectures, and dramatic productions which are available to the general public. The Lynchburg Museum System operates Point of Honor, a 19th century restored mansion with period furniture, and the Old Courthouse, containing a museum of the city's history. The Bedford City/County Museum provides two floors of exhibits from Bedford's heritage including Indian artifacts, Revolutionary and Civil War memorabilia, examples of native wildlife, and a library of historical and genealogical information. The nearby Charlottesville and Roanoke metropolitan areas add to the cultural enrichment of the District.

History buffs will enjoy numerous attractions. The Appomattox Courthouse National Historical Park commemorates the surrender of Lee's army of Northern Virginia to end the Civil War. The village has been restored to recreate the 1865 surrender setting. Thomas Jefferson's 18th century octagonal summer retreat, Poplar Forest, is in Bedford County and is being restored as a major historic attraction.

The District's location on the eastern edge of the Blue Ridge Mountains allows residents to take advantage of numerous recreational pursuits. The Blue Ridge Parkway, one of America's most scenic roads, offers numerous overlooks, campgrounds, picnic areas and hiking trails. The George Washington National Forest has numerous mountain streams with championship trout fishing along with excellent hunting opportunities. The Appalachian Trail offers scenic and challenging trails for hikers. Smith Mountain Lake, in southern Bedford

County, is a 23,400-acre lake that provides a variety of water sports. There are numerous additional state, regional, and local parks and recreational facilities throughout the District. Seven private golf clubs and two public courses are located in District 9.

Professional baseball is available in Lynchburg. The Lynchburg Red Sox, the Class A team of the Boston Red Sox, participates in the Carolina League. Local colleges participate in the full spectrum of individual and team sports including NCAA football, basketball, baseball, and soccer.

The District hosts several traditional annual festivals. Lynchburg hosts the fall Kaleidoscope Festival containing a wide range of popular activities including sporting events, music, art exhibits, historical tours and industry tours. Amherst County hosts the Apple Harvest Festival and the Sorghum Festival which draw thousands of patrons each year.

Appendix V

Glossary of Terms

Adult Basic Education (ABE) means remedial or other instructional activities aimed at enhancing basic educational performance levels including reading, writing and mathematics.

Case Manager means the worker designated by the local department of social services, a private sector contractor or a private community-based organization including non-profit entities, churches, or voluntary organizations that provide case management services.

Child Day Care Services means those activities that assist eligible families in the arrangement and/or purchase of day care for children.

CNA means Certified Nursing Assistant.

CSB means Community Service Board.

Component means one of several activities in which a person may participate while in the VIEW program.

Community Work Experience (CWEP) means the work for benefits in a public or non-profit agency.

CPS means Child Protective Services.

DSS means the Department of Social Services.

Earned Income Disregards means a certain amount of earned income which is not taken into consideration when determining eligibility for benefits.

Economic Development District (EDD) means a regional economic area identified by the Department of Social Services and other state agencies.

Employment Services Worker (ESW) may be a local DSS worker or anyone who meets the definition of a case manager.

GED means General Equivalency Diploma.

JOBS means Job Opportunities and Basic Skills Training Program, an Employment Service Program authorized by Title IV-F of the Social Security Act that provides education, training and work experience to enhance employment opportunities for TANF recipients. JOBS will become obsolete October 1, 1997.

JTPA means Job Training Partnership Act, the act and organization that prepares economically disadvantaged youth and adults for entry into the labor force.

LPN means Licensed Practical Nurse.

OJT means On the Job Training which is provided by an employer during the performance of a job.

PIC means Private Industry Council.

RFP means Request For Proposal.

TANF means Temporary Assistance to Needy Families (replaces AFDC, Aid to Families with Dependant Children) means a program authorized in Section 406 of the Social Security Act as amended by the Personal Responsibility and Work Opportunity Act (PRWORA) of 1996, the Code of Virginia, Sections 63.1-251 and administered by the Department of Social Services, through which a relative can receive monthly cash assistance for the support of his eligible children. The purpose of TANF is to: provide assistance to needy families so that children may be cared for in their own homes or in the homes of relatives; end the dependence of needy parents on government benefits by promoting job preparation, work, and marriage; prevent and reduce the incidence of out-of-wedlock pregnancies; and encourage the formation and maintenance of two-parent families.

TANF-UP means Temporary Assistance to Needy Families-Unemployed Parents, the program of assistance when there are two parents, both unemployed.

VDSS means the Virginia Department of Social Services.

VEC means the Virginia Employment Commission.

VIEW means the Virginia Initiative for Employment not Welfare, the welfare reform employment program implemented in Virginia.

VIP means the Virginia Independence Program, the program in the Commonwealth of Virginia which is made up of the TANF program and the VIEW program.

