

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

**MAKING WELFARE WORK  
VIRGINIA'S TRANSFORMATION FROM  
DEPENDENCY TO OPPORTUNITY**

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



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**COMMONWEALTH OF VIRGINIA  
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**COMMONWEALTH of VIRGINIA**  
**DEPARTMENT OF SOCIAL SERVICES**

Clarence H. Carter  
Commissioner

February 2, 1999

TO: The Honorable James S. Gilmore

and

The General Assembly

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

Virginia's innovative welfare reform program, the Virginia Independence Program (VIP), started in 1995. The success of this program can be seen in the fact that a high 64 percent of the recipients enrolled in the Virginia's Initiative for Employment not Welfare Program (VIEW) have found unsubsidized employment. This report covers the story of VIP from implementation to outcomes to future considerations.

Respectfully Submitted

A handwritten signature in cursive script that reads "Clarence H. Carter".

Clarence H. Carter  
Commissioner

*An Equal Opportunity Agency*

**VSS**  
PEOPLE HELPING PEOPLE



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## ***Executive Summary***

The 1995 General Assembly passed into law Virginia's innovative welfare reform program - The Virginia Independence Program (VIP). VIP includes eligibility policies and work related policies for TANF (Temporary Assistance for Needy Families) recipients. The work related policies are known as VIEW (Virginia's Initiative for Employment not Welfare.) This report covers the story of VIP from implementation to outcomes to future considerations.

Since July 1995, more than 34,500 of the TANF cases mandatory for VIEW enrolled in the program. A high 64 percent, or 22,080, of those enrolled in VIEW found unsubsidized employment. Working VIEW participants earned more than \$80 million by the end of SFY 98. Virginia helped these working parents with more than \$36 million in day care, transportation and other supportive services. Another \$2.5 million was used to develop regional initiatives to facilitate transportation to employment for VIEW participants. Even with the added supportive services expenses, Virginia had a net taxpayer savings of more than \$143 million from pre-welfare reform expenditures. In short, Virginia invested in VIP/VIEW and thousands of participants have responded by finding employment and contributing to Virginia's economy.

**VIP/VIEW Evaluation Initiatives.** Although thousands of VIP/VIEW participants have joined the labor force, an innovative program like VIP warrants a full evaluation effort. This evaluation effort was planned and through a competitive application process \$2.3 million in federal evaluation funds were awarded to Virginia for an independent evaluation of VIP/VIEW. There are five studies included in this evaluation initiative: (1) an Implementation Study; (2) an outcome and impact analysis of VIP/VIEW; (3) a longitudinal study of the 24-month time limit cases; (4) a study of cases exempt from the VIEW program; and (5) a job retention demonstration project. All of these federally funded evaluation studies are being conducted by Virginia Tech's Center for Public Administration and Policy and their subcontractor Mathematica Policy Research Inc. (MPR). Interim and final reports from these studies will be completed over the next three years. The first of these reports is the Implementation Study. The full executive summary of this study is included in this report.

Key findings of the Implementation Study are that: VIP/VIEW has been fully implemented; worker focus has shifted from one of providing cash assistance to one of supporting client efforts to find employment; full funding was critical to successful implementation; businesses have been receptive to hiring welfare recipients; the majority of VIEW enrollees found employment; and employment services workers believe that the earned income disregard, supportive services and the eligibility sanctions have been critical to program success.

Virginia Tech and MPR are also conducting a study of TANF closed cases. Reports on this study are expected during 1999. Virginia Department of Social Services (VDSS) staff have also undertaken other analyses of VIP/VIEW cases

showing: (1) that most of the early time limits cases had employment before reaching the end of their 24-months; and (2) that TANF cases usually have income resources above 100 percent of the federal poverty level if they are VIEW participants who work and take advantage of the income disregard and other resources such as the federal Earned Income Tax Credit.

**Outcome Measures.** House Bill 2001, as prepared by the 1995 General Assembly, required that outcome measures be defined and reported on annually. These outcome measures cover sanctions, employment and earnings, and supportive services, as well as TANF participation. Key findings are that: relatively few cases receive eligibility sanctions; VIEW participants have achieved high rates of employment; and high percentages of families stay off TANF following diversionary assistance or after leaving TANF with employment. Each of the outcome measures is defined and reported in the VIP/VIEW Outcome Measures section of this report. Appendix A includes tables showing the full locality specific detail for these outcome measures.

**Looking Forward.** Finally, the last section of this report, Looking Forward: The Virginia Independence Program, reflects some of Commissioner Clarence H. Carter's recommendations for welfare reform in the future.



## ***VIP/VIEW Overview***

The 1995 General Assembly passed into law Virginia's innovative welfare reform program - The Virginia Independence Program (VIP). VIP included eligibility policies and work related policies for TANF (Temporary Assistance for Needy Families) recipients. The eligibility policies were implemented on July 1, 1995. These eligibility policies encouraged participants to take personal responsibility for their family by requiring TANF recipients to cooperate with paternity establishment, have their children attend school regularly, and immunize their children. They also put a cap on benefits for children born more than ten months after TANF assistance is authorized. By the end of SFY 98 three full years of the VIP eligibility policy implementation were complete.

The eligibility sanctions are instrumental in focusing TANF participants on personal responsibility. Statistics bear this out, as the vast majority of recipients have complied with VIP eligibility requirements. Over the first three program years only a small percentage of TANF cases actually received one of the eligibility sanctions. Only 3,752, or less than three percent of the 126,323 active TANF cases were sanctioned for failure to cooperate with establishing paternity and only 2,228 children, or less than two percent of the estimated 128,246 TANF school-age children were sanctioned for failing to attend school regularly. Other eligibility sanctions had even lower rates of application.

Starting on July 1, 1995, the work requirements known as VIEW (Virginia Initiative for Employment not Welfare), were phased-in quarterly by Economic Development District (EDD). The last EDDs implemented VIEW on October 1, 1997. VIEW policies include a requirement for participants to work within 90 days of receipt of TANF as well as a two-year time limit and a disregard for earned income up to 100 percent of the federal poverty level. Since July 1995, more than 34,500 of the TANF cases mandatory for VIEW enrolled in the program. A high 64 percent, or 22,080, of those enrolled in VIEW found unsubsidized employment. Working VIEW participants earned more than \$80 million by the end of SFY 98.

Virginia helped these VIEW working parents with more than \$36 million in day care, transportation and other supportive services. Another \$2.5 million was used to develop regional initiatives to facilitate transportation to employment for VIEW participants. Thus, during the first three program years Virginia invested in VIP and TANF participants responded by finding employment in unsubsidized jobs.

Even with the added supportive services expenses, Virginia had a net taxpayer savings of over \$143 million from pre-welfare reform expenditures. Some of these savings came from the declining TANF caseload. Responding to the message of personal responsibility and work, Virginia's welfare caseload plummeted over 45 percent, from 70,797 families in June 1995 to 39,218 in September 1998.

Responding to the need for jobs, thousands of Virginia employers across the state hired VIEW participants. In addition, some employers and agencies worked closely with VDSS to actively facilitate access to jobs for VIEW participants. Businesses such as the Marriott Corporation, Gateway, United Parcel Service (UPS), Xerox Corporation, and Food Lion Inc. actively facilitated access to jobs for welfare participants. Agencies and non-profit groups such as the Greater Richmond Chamber of Commerce, the Virginia Community College System, the Virginia Health Care Association, the Virginia Society for Healthcare Human Resource Directors, the Virginia Association of Temporary Staffing Services, and the Virginia Small Business Administration (SBA) have also worked with VDSS to facilitate employment for welfare recipients.

As evidenced by the large numbers of welfare participants taking personal responsibility and entering the workforce, the Virginia Independence Program has been fully implemented and the results are impressive. Local social service agencies and welfare recipients in partnerships with their communities have risen to the challenge and their hard work has paid off.

## ***VIP/VIEW Implementation***

By the end of SFY 98 three full years of VIP implementation were complete. Concurrent with program implementation, VDSS developed comprehensive evaluation plans and sought federal funds to support the evaluation. VDSS contracted with Virginia Tech and its subcontractor Mathematica Policy Research Inc. (MPR) to complete a full-scale evaluation of the program. One facet of this comprehensive evaluation was the Implementation Study. The full executive summary of the Implementation Study as prepared by Virginia Tech and MPR follows. The full report will be available under separate cover. This study is one of five studies that are part of Virginia's federally funded welfare reform evaluation initiatives. The other studies are described under "Other VIP/VIEW Studies and Reports."

### ***Executive Summary, Implementation of Welfare Reform in Virginia: A Work in Progress*<sup>1</sup>**

The Virginia Independence Program (VIP) and the Virginia Initiative for Employment Not Welfare (VIEW) were signed into law by Governor George Allen on March 20, 1995, after they passed the state General Assembly with widespread, but hard-won, bipartisan support. Implementation began only a few months later, on July 1, 1995. VIP/VIEW modified the Aid to Families with Dependent Children (AFDC) and Job Opportunities and Basic Skills (JOBS) training programs to foster personal responsibility and increase employment. The initiative's long-term goal is to improve the lives of poor families and children. Having already shifted the focus of its AFDC program to a temporary assistance program with employment as its central focus, Virginia had to make only minor changes to fully implement the Temporary Assistance for Needy Families (TANF) program as authorized by the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996. TANF replaced the AFDC program in Virginia on February 1, 1997, 19 months after implementation of VIP/VIEW began.

Virginia enacted and implemented comprehensive welfare reform sooner than many other states. Then and now, Virginia's emphasis on work (as opposed to work-preparation activities such as job search, education, or training) sets it apart from other state approaches to welfare reform. For instance, although states are more commonly requiring TANF applicants or recipients to look for work as soon as they begin receiving benefits, only 10 states require TANF recipients to work in exchange for benefits after a specified period of time. Only two other states, Wisconsin and Massachusetts, require TANF recipients to work as soon as or sooner than Virginia. In

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<sup>1</sup> Executive Summary, Preliminary Draft of Implementation of Welfare Reform in Virginia: A Work in Progress (L.Pavetti, N. Wemmerus, and A. Johnson, Mathematica Policy Research Inc., November 1998)

Wisconsin, the work mandate applies to all recipients, but in Massachusetts, it applies only to families with a child over the age of six.

Virginia's emphasis on work was purposive and deliberate. The Commission on Citizen's Empowerment, the chief architects of Virginia's approach to reform, believed that work had intrinsic value and that recipients would learn from the discipline of going to work. The Commission therefore resisted efforts to redefine work to include activities such as training or extended job search. The Commission did, however, support efforts to combine training with work. In addition to work, welfare in Virginia also has focused on encouraging responsible parenting.

The VIP eligibility provisions, designed to encourage responsible behavior include:

- Cooperation with child support enforcement;
- A family cap on benefits for children born more than ten months after assistance is authorized;
- Age-appropriate immunizations for children;
- Compliance with compulsory school attendance laws; and
- Determination of benefits for two-parent families using the same standards as for single-parent families.

The VIEW component of VIP, which applies to able-bodied parents with children 19 months or older includes the following provisions:

- Signing of the Agreement of Personal Responsibility;
- Job search for 90 days, followed by mandatory work either through regular employment or participation in the Community Work Experience Program (CWEP);
- Full family sanction for non-compliance;
- A 24-month time limit on benefits;
- Generous earned income disregards, which allow families to continue to receive cash assistance as long as their earned income remains below the poverty line; and
- Supportive services including subsidized child care, transportation assistance, and Medicaid while a person is working and on assistance, and lasting for one year after leaving assistance.

To provide a better understanding of what it takes to put a complex set of reforms into practice, this report details how welfare reform has been implemented in five communities in Virginia, highlighting the choices they have made, the challenges they have had to overcome, and those that still lie ahead. The five localities profiled in this report--Lynchburg, Prince William County, Petersburg, Portsmouth and Wise County--were selected as research sites when welfare reform was first implemented. The VIP eligibility policies were implemented in each of the sites on July 1, 1995, and the VIEW policies were phased in between October 1995 and October 1997. For evaluation purposes, the research sites operated dual programs until October 1997, when VIEW was fully phased in. A control group continued to receive assistance according to AFDC and JOBS policies, and an experimental group received services according to VIP and VIEW policies.

VIP and VIEW policies were decided at the state level. Local offices, with support from the state, were responsible for creating an infrastructure to implement the reforms. The state and local departments of social services emphasized the importance of educating and involving a broad range of stakeholders in the implementation process, including nonprofit service providers, faith-based organizations, and local businesses. However, the major task faced by localities was identifying strategies for restructuring their current service delivery system to support the goals of reform. While the research sites believe they have implemented welfare reform effectively, they acknowledge that the task is far from complete. Although the welfare system in Virginia today is very different from the pre-reform system, it is not yet the system everyone would like it to be. This summary documents the changes that have been made under welfare reform; the infrastructure, staffing, and programmatic issues raised by welfare reform; and the next steps in welfare reform.

## **THE FOCUS OF THE WELFARE OFFICE: WORK AND RESPONSIBLE PARENTING**

- **VIP and VIEW, the work component of VIP, have been fully implemented. Applicants for or recipients of TANF face more requirements to receive assistance now than prior to the implementation of welfare reform.** VIP and VIEW are primarily a set of mandates designed to change recipient behavior. These mandates have been fully implemented in each of the research sites. Workers have changed their interactions with recipients and applicants to promote the new program and to empower applicants and recipients to improve their life circumstances.
- **The primary focus of the welfare office for TANF recipients has shifted from providing ongoing cash assistance to encouraging and supporting recipients' efforts to find employment.** Eligibility and employment services workers reported that the way they approach their jobs has changed as a result of welfare reform. Eligibility workers no longer focus just on verifying eligibility. They discuss recipients' plans for finding employment and remind them

whenever they can that welfare is time limited. Employment services workers apprise recipients of their work obligation, impose penalties for non-compliance, and ensure that recipients have all of the supportive services they need to make the transition to employment.

- **Personal responsibility and work are often described as the twin pillars of welfare reform. Work has been the centerpiece of welfare reform implementation.** The personal responsibility provisions have provided workers with new, but still relatively limited, opportunities to encourage responsible parenting. The VIP provisions to encourage responsible behavior were implemented as they were intended -- as conditions of eligibility. For the most part, they have been implemented as rule changes and have not resulted in a major restructuring of how eligibility workers approach their jobs. Since face-to-face contact between eligibility workers and recipients is infrequent, the workers have very few opportunities to reinforce the emphasis on responsible parenting. The exception is the compulsory school attendance requirement. Two of the sites, Lynchburg and Petersburg, have used the compulsory school attendance requirement to forge a strong alliance with the public schools and to work with families to develop concrete plans for improving school attendance.

#### **BUILDING AN INFRASTRUCTURE TO SUPPORT REFORM: EXPANSION OF SERVICE BUT LIMITED STRUCTURAL REFORMS**

- **Full funding has been critical to the successful implementation of welfare reform. The state provided the localities with substantial additional funding to fully implement welfare reform.** There is currently no waiting list to participate in VIEW. Funding is also available for child care and transportation assistance for all VIEW participants who need it. All of the localities feel they would never have been able to implement welfare reform successfully without the additional financial resources provided to them. Between state fiscal years 1995 and 1998, budget allocations for JOBS/VIEW and JOBS/VIEW day care in the research sites increased from \$4.2 million to almost \$10 million, an increase of 227.5 percent.
- **Major restructuring of the welfare office was uncommon.** Only one site, Prince William, used welfare reform as an opportunity to completely restructure its service delivery system. The other four sites focused primarily on developing strategies to help workers do their jobs differently. The changes included helping workers assume new responsibilities when necessary, sending a different message to clients, and facilitating ongoing communication among all workers involved in providing services to recipients.
- **Due to concerted efforts to involve local organizations in welfare reform, the research sites feel they have implemented welfare with broad community support.** Most of the sites' initial efforts to involve the local community in welfare reform focused on educating the community and recruiting

agencies to participate in the Community Work Experience Program (CWEP). Due to a limited need for CWEP sites, many agencies that agreed to participate have never been called upon to do so. Over time, the sites' efforts to involve the local community in welfare reform have shifted from organizing large public forums focused on educating the public about welfare reform and developing broad community support to cultivating ongoing working relationships with a smaller group of local organizations to improve service delivery for current and former welfare recipients.

- **Businesses have been receptive to hiring welfare recipients, but have not been extensively involved in the ongoing planning and implementation of welfare reform in the research sites. At the state level, several large companies have been actively involved in ongoing planning for welfare reform.** All of the research sites initially conducted extensive outreach campaigns to involve businesses in welfare reform and one site has a staff person dedicated to recruiting businesses to hire welfare recipients. While businesses were willing to hire welfare recipients when they had positions available, efforts in the research sites to recruit businesses to take a more active role in welfare reform planning were met with limited success. However, at the state level, more than a dozen large companies have been involved in welfare reform planning.

## **CHANGING THE CULTURE OF THE WELFARE OFFICE: AN ONGOING PROCESS**

- **Efforts to change the culture of the welfare office primarily focused on redefining staff roles and responsibilities to effectively implement welfare reform.** The welfare offices utilized several types of staffing arrangements. However, none of the sites feel that their model effectively balanced the needs of clients with the responsibilities of workers. Eligibility and employment services staff have been extremely supportive of welfare reform and have welcomed the opportunity to help clients improve their life chances. However, at times, implementation of welfare reform also has been very demanding and required substantial changes in work practice. Workers had to learn new policies, interact with clients differently, and meet new standards for timeliness and accuracy.
- **The responsibilities of eligibility workers have remained separate from those of employment services staff.** None of the research sites chose to merge the responsibilities of eligibility and employment services staff into a single staff position. In four of the five sites, eligibility and employment services remained in separate operating units. Prince William, the only site to deviate from this model, created a new employment services unit where eligibility and employment services staff carry a common caseload and work as a team. However, the two positions have remained separate and distinct.

- **Changes in caseloads and in expectations for workers and clients have made it difficult for the localities to predict their future staffing needs with any certainty.** All of the research sites have experienced substantial declines in their AFDC/TANF caseloads, but report having to spend more time on the cases that remain. At the same time, most of the localities have experienced substantial increases in their child care caseload and in the employment services workload. These changes, along with workers' and local administrators' perceptions that the long-term future of welfare reform may be uncertain, have made it difficult for the localities to develop a long-term staffing and service delivery structure that deviates from their usual practices. In addition, staffing decisions are affected not only by the demands of welfare reform but also by the demands of other (often larger) programs for which workers also are responsible.

## **WELFARE REFORM IN PRACTICE: AN EMPHASIS ON MANDATES AND INCENTIVES**

- **The majority of recipients subject to the work requirement in the research sites that implemented VIEW early (Lynchburg, Prince William and Petersburg) reported finding employment.** Employment rates in Portsmouth and Wise where VIEW was phased in more recently were substantially lower. Rates of employment for recipients placed in a VIEW activity in the sites that implemented VIEW early range from 60 to 78 percent. Employment rates in the sites implementing later are between 35 and 43 percent. Some of the variation in employment rates reflects differences in timing of VIEW implementation. For example, employment data is available for 30 months in Lynchburg but only for six months in Wise and Portsmouth. Differences in employment rates may also reflect differences in local labor market conditions and differences in program implementation. Average hourly wages range from a low of \$4.86 to a high of \$6.15.
- **In an effort to empower families and discourage them from becoming dependent on government support, the localities initially encourage recipients who are required to work to look for employment on their own.** The localities have placed the primary responsibility for finding employment on recipients. Almost all recipients subject to the work requirement initially participate in an independent job search with only minimal assistance from the welfare office. About one-fourth of recipients who ever enter the VIEW program receive more formal job search assistance through job readiness programs. Those who participate in job readiness appear to have greater barriers to employment, as evidenced by their lower levels of education. There is not a consensus among staff as to whether more structured job search should be provided to all recipients. Some staff believe that the current structure works well while others believe that recipients are being asked to find employment without the skills to do so.



- **Eligibility and employment services workers believe that work incentives, including the more generous earned income disregard, child care, and transportation assistance, have been critical to the success of welfare reform.** Each of the sites made it easy for recipients to obtain child care and transportation to support their work efforts. Child care utilization rates ranged from a low of 16 percent to a high of 47 percent. The lower utilization rates were concentrated in the sites that implemented VIEW later. In the sites that implemented VIEW early, child care utilization rates among families who found employment ranged from 41 to 57 percent. Staff were generally supportive of the enhanced earned income disregards, although in one site, Petersburg, staff discouraged recipients from taking advantage of the earned income disregard because they felt recipients would be better off saving their limited months on assistance for potential future crises.
- **All of the research sites have developed an administrative structure for operating a CWEP program. However, the sites have needed far fewer CWEP placements than they originally anticipated, primarily because recipients have found private-sector jobs or have otherwise left the welfare rolls.** The sites have relied on a variety of administrative arrangements to operate their CWEP programs, including hiring a private contractor or dedicated staff to operate the program and integrating CWEP tasks with workers' other responsibilities. Although most of the CWEP programs are relatively small, staff feel they could expand the programs considerably if demand for the program increased. Staff believe that CWEP can be an important developmental activity for recipients who have been unable to find paid employment; thus, they have designed their programs to help recipients gain a foothold in the work world. Long-term welfare recipients account for a substantial percentage of the recipients who participate in CWEP. In some of the sites, employment and hourly wage rates are just as high for CWEP participants who eventually find private sector employment as for recipients participating in other program activities.
- **Eligibility and employment services workers in all of the sites believe that sanctions have been critical to the success of welfare reform.** Most of Virginia's behavioral mandates are reinforced by financial penalties for non-compliance. Eligibility and employment services workers believe sanctions encourage recipients to comply with program expectations. Although staff in the research sites described their approach to VIEW sanctions differently, VIEW sanction rates across the sites that implemented VIEW early (Lynchburg, Prince William, and Petersburg) are comparable; about one-third of all recipients referred to VIEW in those sites had a VIEW sanction imposed at some point in time. Sanction rates were lower in the sites that were still in the early stages of implementation of VIEW.

- **Eligibility and employment services workers believe that time limits have helped them to create an environment that encourages and supports personal responsibility.** Workers believe that time limits have been important in changing the culture of welfare. They also recognized the possibility that some families may be unable to make it on their own in two years.

## **THE NEXT STEPS FOR WELFARE REFORM: JOB RETENTION AND ADVANCEMENT, HARDER-TO-SERVE POPULATIONS, AND TRANSPORTATION**

- **There is widespread agreement that welfare reform has focused primarily on getting recipients into any job. Job retention and job advancement are important goals that the state and the localities are beginning to tackle.** Virginia's work mandate is very strong, and it appears to have encouraged more recipients to seek and find paid employment. However, job retention rates show that some recipients have less than continuous employment.
- **Recipients still on the welfare rolls face a number of personal and family challenges. Now that caseloads are declining, the state and the localities are beginning to try and identify potential strategies for addressing these issues.** Staff feel they are seeing more and more recipients who face significant barriers to employment, including substance abuse, mental health problems, domestic violence, and very low skill levels. Employment services staff would like to do a better job addressing these issues. With time limits looming, the development of strategies to deal with these situations is an important next step in welfare reform.
- **Transportation presents a barrier to employment in nearly all of the research sites.** Recipients can receive transportation assistance if they find employment. However, payments to cover recipients' transportation expenses do not address the larger structural problems that recipients face. Several of the sites have very poor public transportation systems, making it difficult for recipients to find and maintain employment. Several of the sites have implemented innovative strategies to help recipients obtain transportation. For example, Lynchburg has implemented a family loan program to help recipients buy cars and Wise County coordinates with the Office on Aging to share vans for transporting recipients to CWEP positions. These efforts, however, leave major structural transportation issues unresolved.
- **The implementation of welfare reform has been aided by a strong economy. VIEW's emphasis on building job skills through attachment to the labor force may serve as a buffer if the economy begins to falter.** When welfare reform was first implemented, the localities expected to place large numbers of recipients into CWEP positions. However, a strong economy made it possible for most recipients to find regular employment. Even in Wise County

where unemployment was nearly 20 percent, staff were surprised by the number of recipients who found employment. As Wise and other counties with high rates of unemployment reach full implementation of VIEW, their experience offers important lessons on implementing a work-based assistance system when private sector employment options are more limited.

Now that VIEW has been implemented statewide, state staff feel they finally can take a step back and begin to plan for what is ahead. Because the research sites implemented VIEW at different times, they are at different stages in future planning. Lynchburg, Prince William, and Petersburg have had time to fully phase in VIEW, while Portsmouth and Wise are still in the early stages of implementation. While much has been accomplished, there appears to be widespread agreement that implementation of welfare reform remains a work in progress.

## ***Other VIP/VIEW Studies and Reports***

VDSS has engaged in a comprehensive evaluation of the Virginia Independence Program. Most of these evaluation efforts are being conducted through a third party evaluator with \$2.3 million in federal evaluation funds. The Center for Public Administration and Policy at Virginia Polytechnic is the primary contractor for these evaluation efforts. Mathematica Policy Research Inc. (MPR) is their subcontractor. These evaluation efforts are listed below.

**Impact Study.** This study assesses the impact of VIP/VIEW relative to the AFDC/JOBS programs. Data analysis is based on the experimental design originally implemented for the federal waivers obtained to implement VIP/VIEW. The evaluation is based on five research sites selected to represent the demographic characteristics of the state. These sites include: the cities of Lynchburg, Petersburg and Portsmouth and the counties of Prince William and Wise. The control and treatment groups each consists of about 5,800 cases that were randomly assigned to their respective group between July 1995 and August 1997. An interim Impact Study report is expected to be complete by early 1999. A second final report will be prepared by early 2000.

**24-Month Time Limit Case Longitudinal Study.** This study will develop a picture of how the families in this position cope and what, if any, unanticipated outcomes result from the time limit. It will consist of an analysis of administrative data and data collected through a survey of 1,200 cases that reach their two-year time limit after January 1998 and before June 1999. Each case in the sample will be contacted: in their last month of TANF eligibility, six months after their TANF eligibility ends while in their transitional year, and 18 months after their TANF eligibility ends which will be after their transitional year is over. A memo covering initial findings will be prepared by mid-January 1999 and the full first year report will be prepared by April 1999. Other reports covering year two and three will follow.

**Exempt Case Study.** This study will examine the characteristics of cases that have been exempted from the VIEW work requirements to determine whether the exemptions, as implemented, support self-sufficiency and personal responsibility while not creating incentives for family breakup. Of particular interest are child-only TANF cases in which the child resides with a relative other than the parent. This study will select two cohorts of such "kinship care" cases in the five experimental sites for in-depth case reviews of administrative data and a phone survey. The study will begin in October 1998. An interim report will be produced in June 1999 and a final report in August 2000.

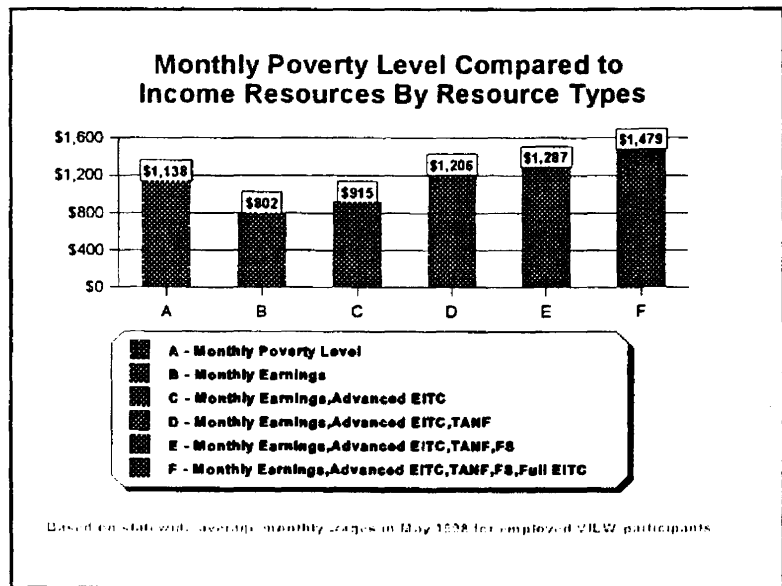
**VIEW-PLUS Demonstration.** The VIEW-PLUS Demonstration Project is designed to assess whether a variety of pre and post-employment services, including uses of innovative assessment, motivation and mentoring approaches, and whole family involvement, including non-custodial parents, will enhance job retention and long-term self-sufficiency. Planning for the VIEW-PLUS program began in 1997 and

continued through September 1998. Program implementation and data collection efforts began in July 1998 and will continue to March 2001. Participants will be randomly assigned from the five research sites to either the VIEW or VIEW-PLUS program, with both the control (VIEW only) and treatment groups (VIEW-PLUS) consisting of 1,500 employed VIEW participants. Both administrative and survey data will be used to evaluate outcomes. Quarterly reports will start in April 1999 and interim and final reports will follow in 2000 and 2001.

**Closed Case Study.** The closed case study is based on a survey of cases that closed between July 1997 and September 1997. It is designed to address the overall question of what happened to the closed cases. It will also address questions of why clients closed their cases and to what extent former clients are employed, self-sufficient and able to meet their family's needs. The survey is in-depth and is being conducted by survey research personnel from MPR. A high response rate is being sought (80% or better) and the survey approach includes both telephone and field interviews. A report on initial findings will be prepared for January 1999. A more comprehensive report will be prepared by April 1999.

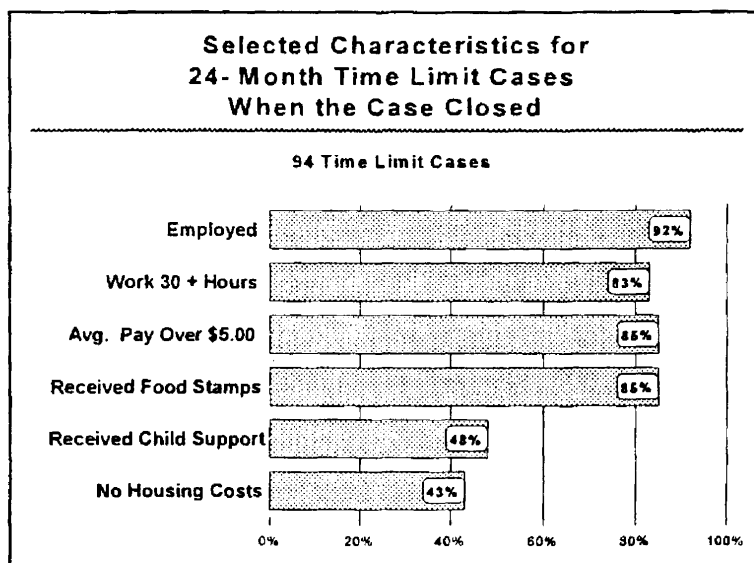
Other studies and reports have also been developed by staff in the VDSS Office of Policy and Planning, Research and Evaluation unit.

**Welfare Reform Paper -** The welfare reform paper, prepared by the Commissioner and staff at VDSS covers issues of welfare reform and poverty. The paper discusses the actual and potential outcomes for families affected by welfare reform. The paper also compares these potential income resources to the federal poverty level. The income levels in the paper are based on May 1998 earnings for VIEW participants. SFY 98 earnings for VIEW participants are even higher.

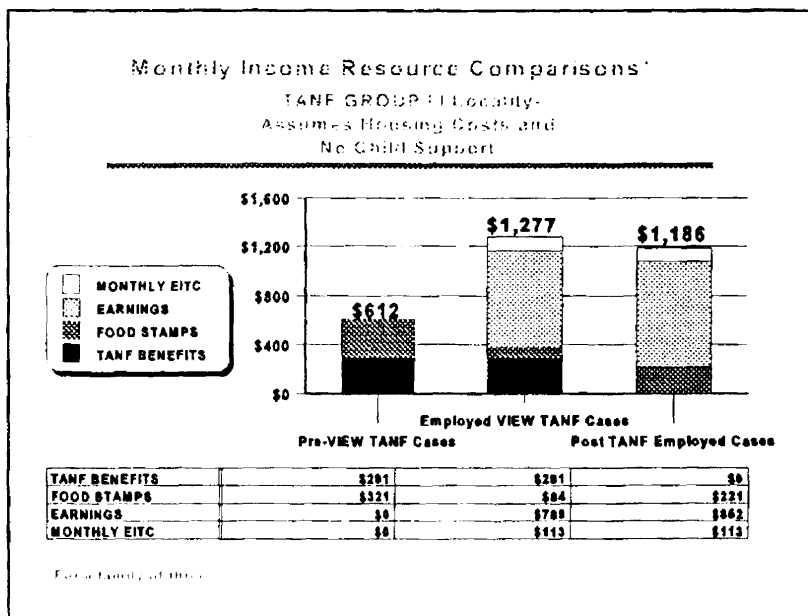


The paper relies on Virginia's welfare reform data, particularly data from the "What Happened to the First 24-Month Time Limit Cases?" report and from the "TANF Family Resource Models" report. The final section of the paper discusses possible future steps.

**What Happened to the First 24-Month Time Limit Cases?** This paper was prepared in preparation for the 24-month time limit study being conducted by Virginia Tech and MPR. In order to develop an appropriate sample and questionnaire design more information was needed about the time limit cases. The basic findings of this study as shown in the graph below are that when the TANF case closed: 92% of the adult recipients in the cases were employed, 83% worked 30+ hours a week, 85% had hourly earnings over \$5.00, 85% received Food Stamps, 48% received child support and 43% had no housing costs.



**TANF Family Resource Models.** The TANF Family Resource Models paper details the actual resources that TANF families have available to them under various TANF, VIEW and employment statuses. The models are based on data from the VIEW program and other actual program policies. The basic findings are that: TANF cases that enroll in VIEW and enter employment always experience an increase in total available resources; and TANF cases with average earnings consistently have total income resources that exceed 100 percent of the 1998 federal poverty level (\$1,138 per month). For example, in TANF Group II localities a family of three could expect monthly income resources of \$612 from TANF benefits and Food Stamps. After entering VIEW and becoming employed a family of three can expect monthly income resources of \$1,277 from TANF benefits, Food Stamps, earned income and the monthly earned income tax credit. After leaving TANF this family can expect monthly income resources of \$1,186 from Food Stamps, earnings and the monthly earned income tax credit.



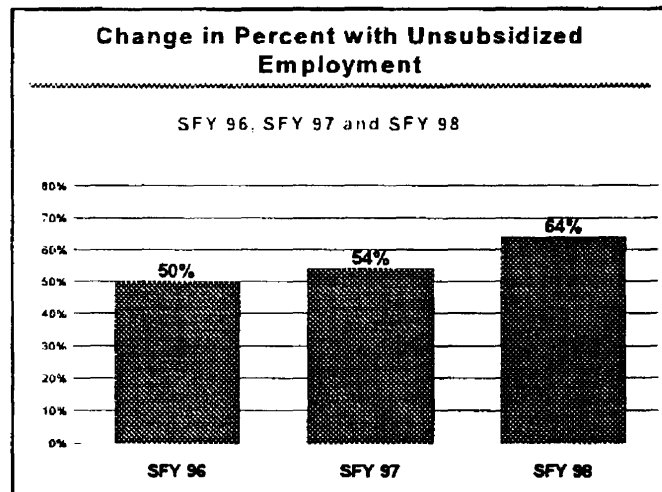
## VIP/VIEW Outcomes

House Bill 2001 as passed by the 1995 General Assembly which authorized the implementation of VIP required that VIP/VIEW outcome measures be defined and reported on annually. (See *Code of Virginia, Section 63.1 - 133.54.*) The outcome measures cover employment, earnings, program sanctions and supportive services. For SFY 98 the outcome measures show: a low rate of eligibility sanctions, a high rate of employment, and high rates of staying off TANF following diversion assistance or leaving TANF with employment.

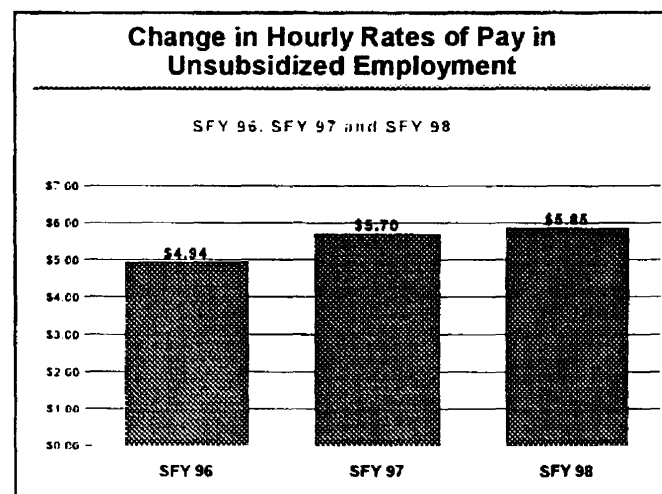
Overall, the outcome measures show that for the three state fiscal years (96, 97, and 98):

- the average number of hours worked rose from 30.89 in SFY 96, to 31.93 in SFY 97 and dropped slightly to 31.81 hours per week in SFY 98.

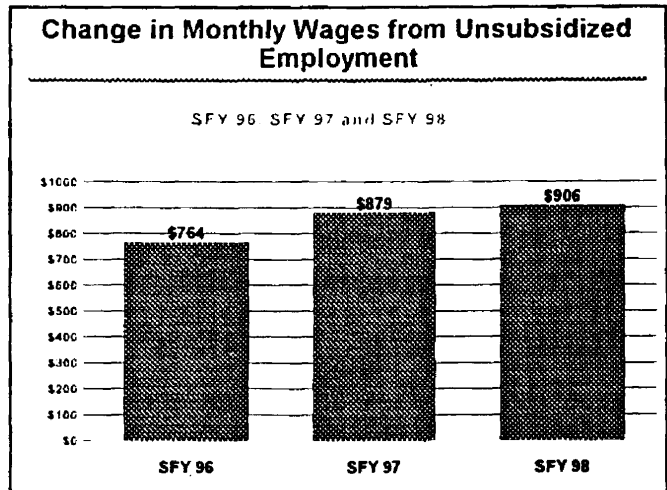
- there was an increase in the percent of VIEW participants who worked in unsubsidized employment, from 50 percent in SFY 96 to 54 percent in SFY 97 to 64 percent in SFY 98;



- average hourly wages earned by VIEW participants have increased in each year of VIEW implementation, from \$4.94 in SFY 96, to \$5.70 in SFY 97, and to \$5.85 per hour in SFY 98;



- average monthly earnings also increase for VIEW participants who left TANF with unsubsidized employment during each year of VIEW implementation; from \$764 in SFY 96, to \$879 in SFY 97, and to \$906 in SFY 98;



During SFY 98:

- 11 percent of VIEW participants were enrolled in CWEP - the same as in SFY 97;
- 22 percent of VIEW cases left TANF with unsubsidized employment - slightly less than the 25 percent that left with unsubsidized employment in SFY 96 and 97;

During the three program years, SFY 96, 97, and 98:

- 60 percent of employed VIEW participants retained employment for at least six months beyond the closure of their TANF cases by the end of SFY 98; and
- 96 percent of the cases that left TANF during SFY 96 and SFY 97 did not return to TANF within 12 months.
- a total of 3,414 TANF recipients received VIEW transitional child care; and
- transportation and other supportive services, totaling \$7,511,190 in expenditures, were provided to VIEW participants.

The full set of House Bill 2001 outcome measures is reported in Tables 1 to Tables 5 in Appendix A for each locality in the state. The tables cover SFY 98 and the three state fiscal years since program implementation - SFY 96, SFY 97 and SFY 98. A statewide summary of the outcome measures is given below. Unless otherwise specified, totals are unduplicated by case for the stated time periods.



**Number of TANF cases that received sanctions or penalties for failure to cooperate with establishing paternity. (Table 1 and 1A, Column A)**

For SFY 98 a total of 1,308 TANF cases were sanctioned for failure to cooperate with establishing paternity.

For SFY 96, 97 and 98 combined, a total of 3,752 cases received this sanction.

*(Totals include sanctions where the whole case is closed and where only the adult is deleted from the case.)*

**Number of TANF cases that received sanctions or penalties for failure to immunize school age children. (Table 1 and 1A, Column B)**

For SFY 98 an estimated total of 296 cases received a reduction in TANF benefits for failure to immunize school age children.

For SFY 96, 97, and 98 combined, an estimated total of 1,040 cases received this reduction in benefits.

*(Totals are estimated from an unduplicated listing of active cases with the penalty during the last month of each fiscal year.)*

**Number of TANF cases that received sanctions or penalties for failure to attend school regularly. (Table 1 and 1A, Column C)**

A total of 734 TANF cases were sanctioned for failure to comply with compulsory school attendance policy.

For SFY 96, 97 and 98 combined, a total of 2,228 received this sanction.

*(Totals include cases that closed when the only child on the case was sanctioned and cases where a child was deleted, but the case was not closed.)*

**Number of TANF cases that received sanctions or penalties for failure to participate in VIEW. (Table 1 and 1A, Column D)**

A total of 5,607 TANF cases referred to VIEW were terminated for failure to participate in VIEW.

For SFY 96, 97 and 98 combined, a total of 15,691 cases were terminated for failure to participate in VIEW.

*(This includes persons receiving one, two or three sanctions for failure to cooperate with VIEW.)*

- ❑ **Number of TANF cases that received sanctions or penalties for failure to sign Personal Responsibility Agreement. (Table 1 and Table 1A, Column E)**

A total of 3,700 cases were sanctioned for failure to sign the personal responsibility agreement.

For SFY 96, 97 and 98 combined, a total of 5,045 cases received this sanction.

- ❑ **Number and percent of TANF applicants who received Diversionary Assistance. (Table 1 and Table 1A, Column F and G)**

A total of 853 cases received Diversionary Assistance payments during SFY 98.

A total of 1857 cases received Diversionary Assistance payments during SFY 96, 97, and 98.

*(Diversionary Assistance is available to persons applying for TANF because they have a temporary loss of income. If they are eligible for TANF, they can opt to receive a one-time Diversionary Assistance payment instead of becoming dependent on TANF.)*

- ❑ **Number and percent who did not become TANF recipients after their period of ineligibility for TANF benefits. (Table 1 and Table 1A, Column G)**

When cases receive Diversionary Assistance they have a period of ineligibility for TANF benefits up to 160 days. Of the 853 SFY 98 Diversionary Assistance cases 486 cases were past their period of ineligibility and 13 percent applied for and were approved for TANF benefits. Of the 1,857 SFY 96, 97 Diversionary Assistance cases, 1,226 cases were past their period of ineligibility and 16 percent applied for and were approved for TANF benefits.

- ❑ **Number and percent of VIEW mandatory TANF recipients who participated (enrolled) in VIEW. (Table 2, Column A, B, and C)**

During SFY 98, an estimated 36,449 TANF cases had a parent recipient who was required (mandatory) to participate in VIEW. Of these estimated to be mandatory, 27,198 cases, or 75 percent, enrolled in VIEW.

For SFY 96, 97, and 98 combined, an estimated 44,342 TANF cases had a parent recipient who was required (mandatory) to participate in VIEW. Of these, 34,534, or 78 percent, enrolled in VIEW.

*(Some cases close before they enroll in VIEW. Some "estimated mandatory" cases are also found to be exempt when the case is actually assessed for VIEW.)*

**Number and percent of VIEW participants who worked in unsubsidized employment. (Table 2, Columns D and E)**

A total of 17,325, or 64 percent, of the VIEW enrollees were employed in unsubsidized jobs during SFY 97.

For SFY 96, 97, and 98 combined, a total of 22,080, or 64 percent of the VIEW enrollees were employed in unsubsidized jobs.

*(Employment is based on information reported to caseworkers and recorded in VACIS or ADAPT. Some participants may leave VIEW and TANF with unreported employment.)*

**Average number of hours worked per month in unsubsidized jobs. (Table 2, Column F)**

On average, the 17,325 VIEW enrollees employed in unsubsidized jobs during SFY 98 worked 31.81 hours per week.

On average, the 22,080 VIEW enrollees employed in unsubsidized jobs worked 32.01 hours per week during SFY 96, 97, and 98, combined.

*(In cases where there was more than one employment, the most recent employment was used for the calculation of hours worked.)*

**Average hourly rate of pay in unsubsidized jobs. (Table 2, Column G)**

Hourly rates of pay averaged \$5.82 for the 17,325 VIEW enrollees employed in unsubsidized jobs during SFY 98.

Hourly rates of pay averaged \$5.87 for the 22,080 VIEW enrollees employed in unsubsidized jobs during SFY 96, 97, and 98.

*(In cases where there was more than one employment, the most recent employment was used for the calculation of hourly rate of pay.)*

**Number and percent of VIEW participants who enrolled in the Community Work Experience Program (CWEP) and percent of required hours worked. (Table 3, Columns A, B, and C.)**

A total of 27,198, or 11 percent, of VIEW enrollees participated in CWEP during SFY 98.

A total of 34,534, or 13 percent of VIEW enrollees participated in CWEP during SFY 96, 97, and 98.

**Number and percent of VIEW employed cases that left TANF with unsubsidized employment. (Table 3, Columns D, E, and F.)**

A total of 6,030, or 22 percent of the VIEW cases closed their TANF cases and had unsubsidized employment during SFY 98.

A total of 10,037, or 29 percent of the VIEW cases closed their TANF cases and had unsubsidized employment during SFY 96, 97 and 98.

*(Employment is based on information reported to caseworkers and recorded in VACIS, the administrative employment services database. Some participants may leave VIEW and TANF with unreported employment.)*

**Average monthly earnings for those leaving with unsubsidized employment. (Table 3, Columns G.)**

Monthly wages averaged \$906 for VIEW employed participants who left TANF during SFY 98.

Monthly wages averaged \$887 for VIEW employed participants who left TANF during SFY 96, 97, and 98.

*(Monthly wages are equal to average hours times 4.3 weeks times hourly rate of pay.)*

**Number and percent of VIEW cases that received Child Day Care Assistance. (Table 4, Column A, B, and C)**

A total of 7,388, or 43 percent, of employed VIEW participants received child day care services during SFY 98.

A total of 10,676, or 48 percent of employed VIEW participants received child day care services during SFY 96, 97, and 98.

**Number and percent of VIEW cases that received Disregards.**

An estimated total of 14,726 cases, or 85 percent of employed VIEW participants received the enhanced earned income disregard during SFY 98.

*(The full state fiscal year number is estimated from VIEW employed cases and their disregard information from July 1997 through February 1998. Locality specific data is not currently available. All VIEW employed cases are offered and eligible for income disregards, but some cases close before they actually receive an income disregard and some cases are recently employed and have not yet received their first income disregard recorded in the benefit payment system.)*

- ❑ **Number and percent of employed VIEW participants who retained employment six months after leaving TANF because of unsubsidized employment. ( Table 5, Columns A, B and C)**

A total of 7,103 VIEW participants left with unsubsidized employment during the first 30 months, and 4,240, or 60 percent retained employment for at least six months by the end of SFY 98.

*(This measure requires at least six months elapsed time before the end of the state fiscal year. Therefore, localities implementing VIEW in October 1997 are not included.)*

- ❑ **Number and percent who did not return to TANF within 12 months of leaving TANF because of unsubsidized employment. ( Table 5, Columns D, E and F)**

Of the 2,307 TANF cases that left TANF during SFY 96 and SFY 97 with unsubsidized employment, 2,211 cases, or 96 percent did not return TANF within 12 months.

*(This measure requires at least twelve months elapsed time after leaving TANF. Therefore, localities implementing VIEW in October 1997 are not included.)*

- ❑ **Number of VIEW recipients using transitional Child Day Care Assistance. (Table 5, Columns G and H)**

A total of 3,414 TANF recipients received VIEW transitional day care during SFY 96, 97, and 98.

- ❑ **Number and percent of VIEW participants who received transportation and other support services.**

The number and percent receiving transportation and other services are not available. The total dollars spent in VIEW localities after VIEW implementation was \$598,202 for transportation and \$6,912,988 for other supportive services during SFY 96, 97, and 98.

- ❑ **Amount of child support paid on behalf of children affected by the family cap policy.**

The family cap provision went into effect in May 1996. During May and June 1996, SFY 97, and SFY 98, 2,293 children were capped. Before child support collections can be realized, paternity must be established.

## **Data Sources**

The data for this report was developed from the Virginia Department of Social Services' (DSS) administrative databases. The DSS administrative databases include Virginia's Automated Client Information System (VACIS), the Application Benefit Delivery Automation Project (ADAPT), the interim Day Care System, the Automated Program to Enforce Child Support (APECS), and the Locality Appropriated Network for Cost Expenditure Reimbursement (LANCER).

## ***LOOKING TOWARD THE FUTURE: THE VIRGINIA INDEPENDENCE PROGRAM***

Looking toward the future--both for welfare reform and for social services in general--it is important to reexamine our experience with VIP and apply the lessons that have been learned. The first, unmistakable conclusion is that VIP is working extremely well. When VIP was being developed back in 1994 and early 1995, Virginia drew upon the experiences of front-line social workers, on research done in think tanks, on the limited experiences that other states had with welfare reform, and on the common sense principles that people are better off working, marrying, and taking responsibility for their own lives. It was an optimistic and hopeful time, but no one knew that it would work. Three years later, we do know. That is not to say that the program is perfect or there haven't been bumps in the road (in fact, numerous program enhancements are proposed below), but we are clearly on the right track.

Further, we know what aspects of VIP have made it successful. Experience proves that when a program is structured to encourage constructive behavior, then more constructive behavior is what you get. Basic human experience reveals that we all basically live up to the standards that are expected of us. Thus, when a program is designed to encourage work, with real rewards for compliance and penalties for non-compliance, then people will work in record numbers. Welfare recipients make rational decisions based on their perceived self-interest, and they are capable of planning for their own futures. Moreover, it takes the whole community working together--businesses, churches, non-profit organizations, and government --- to make this program a success. Government working alone would not have succeeded. Big federal government and its one-size-fits all approach has failed, and we must look to more viable solutions.

In looking to the future, the first step is to record the lessons learned from VIP. The second, more difficult, step is to apply those lessons correctly and constructively. That challenge is taken up in the rest of this section and enhancements to VIP are recommended based upon lessons learned.

### **Enhancements to the Virginia Independence Program**

Virginia has already launched numerous initiatives to enhance our success with the Virginia Independence Program (VIP), such as:

- Developing initiatives to assist recipients who have greater barriers to self-sufficiency by using the federal "Welfare-to-Work" dollars to conduct in-depth assessments of those remaining on our caseload to determine the causes of their long-term dependency. Armed with that knowledge, action will be taken to develop and fund service plans to address those issues.
- Developing apprenticeship and growth industry agreements with industries that

deliver training linked to specific jobs in specific industries. The industry develops the criterion and determines the skill set necessary for success in that industry. Local departments of social services screen their recipient pools for those that meet the criterion then the industry delivers the training. Those that complete the training have a job that is the first step on a career ladder, in most instances with benefits.

- Working closely with localities on community revitalization to ensure that welfare reform is a whole community effort. This is an on going effort that is facilitated by our state volunteerism and Community Action workers.
- Conducting VIEW-PLUS, a demonstration pilot to explore avenues to facilitate job retention for welfare recipients.
- Generating the Virginia Fatherhood Campaign, a program designed to educate fathers on the importance of their parental involvement, and to work with them to transition back into their children's lives.
- Pioneering the KidsFirst Campaign, an aggressive Child Support Enforcement endeavor to round up noncustodial parents who are delinquent in paying their child support.<sup>1</sup>
- Generating an intensive educational campaign encouraging welfare recipients to utilize the Earned Income Tax Credit (EITC).

More, however, needs to be done. Below are some areas where changes are needed in order to help more people improve their financial situations and in order to comply with federal requirements. The first area concerns exempting fewer people from the work requirement, the second with other enhancements to the work requirement, and the third with requiring more follow-up contact once clients leave VIEW.

Changes in VIP will continue to focus on what is really best for families. Thoughtful citizens should recognize and reject views based on old axioms, outdated perceptions, or misguided ideologies. Policy decisions in Virginia's Department of Social Services will use information gleaned from evaluations, studies on program components, and most important, the actual, real life experiences of Virginia's families with the various program policies.

This year's annual report shows that what was thought to be true when VIP and VIEW were developed is proven by the data collected from the first three years of implementation. Welfare reform in Virginia has been successful: VIEW families are employed at high rates with increasing monthly incomes and are moving from dependence to independence. VDSS will continue to evaluate VIP and VIEW and use this information to guide future policies and investments in program activities.



Appendix A -  
Locality Specific House Bill 2001 Outcome Measures



## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 - SFY 98  
Statewide**

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
	<u>NUMBER OF AFDC/TANF CASES SANCTIONED FOR FAILURE TO... ... COOPERATE WITH ESTABLISHING PATERNITY</u>	<u>...IMMUNIZE SCHOOL AGE CHILD*</u>	<u>...COMPLY WITH COMPULSORY SCHOOL</u>	<u>...PARTICIPATE IN VIEW</u>	<u>...SIGN PERSONAL RESPONSIBILITY AGREEMENT</u>	<u>DIVERSIONARY ASSISTANCE NUMBER OF CASES RECEIVING</u>	<u>PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY</u>
Statewide	1,308	296	734	5,607	3,700	853	89%
027 BUCHANAN	0	1	3	25	11	0	N/A
051 DICKENSON	1	0	1	9	11	0	N/A
105 LEE	1	0	5	6	19	0	N/A
167 RUSSELL	2	1	0	4	1	2	100%
169 SCOTT	2	0	1	47	17	1	N/A
185 TAZEWELL	14	0	12	45	22	2	100%
195 WISE	12	0	3	63	25	0	N/A
720 NORTON	4	0	1	5	2	0	N/A
EDD 1	36	2	26	204	108	5	100%
021 BLAND	0	0	0	0	1	0	N/A
035 CARROLL	1	0	0	38	11	1	N/A
077 GRAYSON	0	0	0	6	4	0	N/A
173 SMYTH	3	0	0	44	12	0	N/A
191 WASHINGTON	2	0	3	38	13	0	N/A
197 WYTHE	0	0	4	9	12	10	N/A
520 BRISTOL	4	0	0	39	12	2	0%
640 GALAX	0	0	0	9	4	0	N/A
EDD2	10	0	7	183	69	13	0%
005 ALLEGHANY/COV	0	1	0	0	0	1	100%
023 BOTETOURT	2	0	0	8	1	0	N/A
045 CRAIG	0	0	0	1	0	0	N/A
063 FLOYD	0	0	0	9	4	7	100%
067 FRANKLIN CO.	1	1	0	23	11	0	N/A
071 GILES	1	0	3	8	2	0	N/A
121 MONTGOMERY	3	2	3	29	13	4	100%
155 PULASKI	5	1	4	11	11	5	100%
161 ROANOKE CO.	3	0	1	17	13	54	88%
560 CLIFTON FORGE	0	0	0	7	3	1	N/A
750 RADFORD	1	0	0	14	4	2	100%
770 ROANOKE	38	11	25	235	287	7	100%
EDD 3	54	16	36	362	349	81	91%
015 AUGUSTA	1	0	0	29	24	8	100%
017 BATH	0	0	0	2	1	0	N/A
091 HIGHLAND	0	0	0	0	0	0	N/A
163 ROCKBRIDGE/LEX/BV	2	0	0	17	7	1	N/A
165 ROCKINGHAM	2	3	2	10	19	40	90%
660 HARRISONBURG	4	0	3	20	27	42	76%
790 STAUNTON	2	0	4	27	9	12	86%
820 WAYNESBORO	1	0	1	45	21	10	80%
EDD 4	12	3	10	150	108	113	84%
043 CLARKE	1	0	0	0	0	1	N/A
069 FREDERICK CO.	0	1	0	12	4	25	100%
139 PAGE	2	0	2	16	5	6	100%
171 SHENANDOAH	0	1	2	11	6	3	100%
187 WARREN	1	1	0	3	12	28	88%
840 WINCHESTER	0	6	6	19	9	20	100%
EDD 5	4	9	10	61	36	83	95%
013 ARLINGTON	15	8	3	49	17	3	100%
059 FAIRFAX CO./C/I/F C	62	9	5	210	65	14	100%
107 LOUDOUN	4	8	0	13	8	4	100%
153 PRINCE WILLIAM	21	12	7	166	94	35	75%
510 ALEXANDRIA	14	0	4	96	23	9	100%
683 MANASSAS	2	1	1	7	14	2	100%
685 MANASSAS PARK	0	0	5	0	2	1	N/A
EDD 6	118	38	25	541	223	68	90%

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 1 - SFY 98  
Statewide**

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
	NUMBER OF AFDC/TANF CASES SANCTIONED FOR FAILURE TO...					DIVERSIONARY ASSISTANCE	
FIPS LOCALITY	...COOPERATE WITH ESTABLISHING PATERNITY	...IMMUNIZE SCHOOL CHILD	...COMPLY WITH COMPULSORY SCHOOL	...PARTICIPATE IN VIEW	...SIGN PERSONAL RESPONSIBILITY AGREEMENT	NUMBER OF CASES RECEIVING	PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY
Statewide	1,308	296	734	5,607	3,700	853	89%
047 CULPEPER	5	0	4	9	14	1	N/A
061 FAUQUIER	0	0	2	11	10	5	100%
113 MADISON	2	0	1	2	4	0	N/A
137 ORANGE	2	0	0	12	2	9	N/A
157 RAPPAHANNOCK EDD 7	0 9	0 0	0 7	2 36	0 30	0 15	N/A 100%
003 ALBEMARLE	2	2	0	24	7	33	89%
065 FLUVANNA	0	0	1	2	1	1	100%
079 GREENE	0	0	0	9	5	8	100%
109 LOUISA	2	0	0	20	20	1	0%
125 NELSON	0	0	0	10	3	0	N/A
540 CHARLOTTESVILLE EDD 8	22 26	2 4	14 15	43 108	30 66	57 100	81% 83%
009 AMHERST	0	0	0	13	6	3	N/A
011 APPOMATTOX	2	0	0	16	5	0	N/A
019 BEDFORD CO./CITY	2	0	0	25	18	8	50%
031 CAMPBELL	3	3	3	31	24	0	N/A
680 LYNCHBURG EDD 9	19 26	8 11	66 69	146 231	25 78	1 12	N/A 50%
083 HALIFAX	11	5	2	69	11	2	100%
089 HENRY	1	0	0	45	28	4	100%
141 PATRICK	0	1	0	17	4	1	100%
143 PITTSYLVANIA	5	4	2	52	26	4	100%
590 DANVILLE	10	6	54	131	44	2	100%
690 MARTINSVILLE EDD 10	4 31	0 16	1 59	24 338	10 123	4 17	100% 100%
007 AMELIA	3	1	0	9	5	1	N/A
025 BRUNSWICK	3	0	6	5	4	0	N/A
029 BUCKINGHAM	0	1	0	7	6	27	100%
037 CHARLOTTE	1	1	0	14	2	0	N/A
049 CUMBERLAND	0	0	0	23	10	2	N/A
081 GREENSVILLE/EMP	11	3	6	25	7	0	N/A
111 LUNENBURG	0	0	4	18	3	4	100%
117 MECKLENBURG	0	1	1	16	14	1	N/A
135 NOTTOWAY	4	1	0	15	3	11	88%
147 PRINCE EDWARD EDD 11	7 29	0 8	2 19	19 151	8 62	1 47	100% 96%
041 CHESTERFIELD/C.H.	39	6	9	161	68	3	N/A
075 GOOCHLAND	0	0	0	5	3	0	N/A
085 HANOVER	2	0	0	15	13	3	100%
087 HENRICO	51	5	8	146	76	25	94%
145 POWHATAN	1	0	0	7	1	0	N/A
760 RICHMOND EDD 12	142 235	44 55	172 189	605 939	670 831	7 38	100% 96%
033 CAROLINE	5	1	1	12	33	0	N/A
099 KING GEORGE	0	0	0	8	11	0	N/A
177 SPOTSYLVANIA	5	1	0	29	13	8	100%
179 STAFFORD	4	0	3	17	51	10	100%
630 FREDERICKSBURG EDD 13	11 25	2 4	0 4	50 116	13 121	12 30	75% 92%

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 - SFY 98  
Statewide**

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
FIPS LOCALITY	NUMBER OF AFDC/TANF CASES SANCTIONED FOR FAILURE TO...					DIVERSIONARY ASSISTANCE	
	... COOPERATE WITH ESTABLISHING PATERNITY	...IMMUNIZE SCHOOL AGE CHILD*	...COMPLY WITH COMPULSORY SCHOOL	...PARTICIPATE IN VIEW	...SIGN PERSONAL RESPONSIBILITY AGREEMENT	NUMBER OF CASES RECEIVING	PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY
Statewide	1,308	296	734	5,607	3,700	853	89%
057 ESSEX	0	0	0	1	2	10	100%
097 KING & QUEEN	3	0	1	11	4	1	N/A
101 KING WILLIAM	0	1	0	9	2	0	N/A
103 LANCASTER	2	1	0	2	2	0	N/A
115 MATHEWS	0	0	2	4	3	7	80%
119 MIDDLESEX	0	2	1	13	5	0	N/A
133 NORTHUMBERLAND	0	0	0	1	2	1	N/A
159 RICHMOND CO.	4	0	0	14	9	0	N/A
193 WESTMORELAND	3	0	1	8	5	2	0%
EDD 14	12	4	5	63	34	21	93%
036 CHARLES CITY	0	0	0	2	1	0	N/A
073 GLOUCESTER	10	0	3	16	5	1	N/A
095 JAMES CITY	3	0	0	22	11	0	N/A
127 NEW KENT	1	0	0	1	0	0	N/A
199 YORK/POQUOSON	5	3	0	14	20	13	83%
650 HAMPTON	40	11	6	366	350	10	100%
700 NEWPORT NEWS	71	9	14	112	169	117	90%
830 WILLIAMSBURG	0	0	1	5	2	0	N/A
EDD 15	130	23	24	538	558	141	90%
053 DINWIDDIE	4	2	2	1	6	1	N/A
149 PRINCE GEORGE	0	2	0	18	11	9	100%
181 SURRY	1	0	0	3	1	1	0%
183 SUSSEX	4	2	1	2	7	0	N/A
670 HOPEWELL	16	10	24	28	23	36	81%
730 PETERSBURG	53	2	56	123	58	0	N/A
EDD 16	78	18	83	175	106	47	80%
093 ISLE OF WIGHT	5	1	0	28	22	1	100%
175 SOUTHAMPTON	6	0	0	30	6	0	N/A
550 CHESAPEAKE	47	17	5	93	102	3	100%
620 FRANKLIN	9	0	2	14	7	1	100%
710 NORFOLK	257	19	57	565	235	1	100%
740 PORTSMOUTH	47	33	16	208	107	0	N/A
800 SUFFOLK	19	0	3	97	17	1	100%
810 VIRGINIA BEACH	47	15	62	317	253	15	100%
EDD 17	437	85	145	1,352	749	22	100%
001 ACCOMACK	26	0	1	36	40	0	N/A
131 NORTHAMPTON	10	0	0	23	9	0	N/A
EDD 18	36	0	1	59	49	0	N/A

\* Number of Children not Immunized

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 A - SFY 96, SFY 97 AND SFY 98  
Statewide**

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
	<u>NUMBER OF AFDC/TANF CASES SANCTIONED FOR FAILURE TO...</u>					<u>DIVERSIONARY ASSISTANCE</u>	
	<u>...COOPERATE WITH ESTABLISHING PATERNITY</u>	<u>...IMMUNIZE SCHOOL AGE CHILD*</u>	<u>...COMPLY WITH COMPULSORY SCHOOL</u>	<u>...PARTICIPATE IN VIEW</u>	<u>...SIGN PERSONAL RESPONSIBILITY AGREEMENT</u>	<u>NUMBER OF CASES RECEIVING</u>	<u>PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY</u>
<b>Statewide</b>	<b>3,752</b>	<b>1,039</b>	<b>2,228</b>	<b>15,691</b>	<b>5,045</b>	<b>1,857</b>	<b>16%</b>
027 BUCHANAN	8	4	8	30	11	0	N/A
051 DICKENSON	4	1	3	30	11	0	N/A
105 LEE	7	0	21	10	19	1	N/A
167 RUSSELL	7	2	3	31	1	4	0%
169 SCOTT	4	0	7	88	17	2	N/A
185 TAZEWELL	27	1	19	110	22	4	25%
195 WISE	21	2	7	120	25	0	N/A
720 NORTON	6	1	4	19	2	2	N/A
EDD 1	<b>84</b>	<b>11</b>	<b>72</b>	<b>438</b>	<b>108</b>	<b>13</b>	<b>10%</b>
021 BLAND	1	0	0	3	2	0	N/A
035 CARROLL	4	0	1	98	21	1	N/A
077 GRAYSON	4	1	1	22	6	0	N/A
173 SMYTH	7	1	2	65	24	0	N/A
191 WASHINGTON	3	0	10	51	36	0	N/A
197 WYTHE	1	0	11	39	36	10	N/A
520 BRISTOL	12	1	2	71	24	4	33%
640 GALAX	1	2	3	10	7	0	N/A
EDD 2	<b>33</b>	<b>5</b>	<b>30</b>	<b>359</b>	<b>156</b>	<b>15</b>	<b>33%</b>
005 ALLEGHANY/COV	2	1	0	0	0	5	0%
023 BOTETOURT	3	0	0	23	1	0	N/A
045 CRAIG	0	0	0	1	0	0	N/A
063 FLOYD	0	1	0	9	4	16	0%
067 FRANKLIN CO.	7	1	2	55	11	0	N/A
071 GILES	3	0	5	13	2	0	N/A
121 MONTGOMERY	14	7	8	94	13	14	N/A
155 PULASKI	13	5	7	15	11	6	0%
161 ROANOKE CO.	9	12	2	56	13	140	21%
560 CLIFTON FORGE	3	0	1	22	3	2	N/A
750 RADFORD	4	0	2	40	4	5	20%
770 ROANOKE	106	21	61	854	286	19	0%
EDD 3	<b>164</b>	<b>48</b>	<b>88</b>	<b>1,182</b>	<b>348</b>	<b>207</b>	<b>17%</b>
015 AUGUSTA	8	0	1	49	24	11	0%
017 BATH	0	0	1	3	1	1	N/A
091 HIGHLAND	2	0	0	1	0	0	N/A
163 ROCKBRIDGE/B V	6	0	1	72	7	2	0%
165 ROCKINGHAM	7	5	10	14	19	74	12%
660 HARRISONBURG	11	3	14	29	27	87	25%
790 STAUNTON	8	0	8	67	9	13	13%
820 WAYNESBORO	17	4	6	132	21	19	8%
EDD 4	<b>59</b>	<b>12</b>	<b>41</b>	<b>367</b>	<b>108</b>	<b>207</b>	<b>17%</b>
043 CLARKE	1	0	1	2	1	1	N/A
069 FREDERICK CO	8	2	3	31	6	44	8%
139 PAGE	3	2	6	45	9	12	17%
171 SHENANDOAH	7	1	11	17	14	6	25%
187 WARREN	4	3	5	13	40	45	21%
840 WINCHESTER	8	15	9	66	24	37	0%
EDD 5	<b>31</b>	<b>23</b>	<b>35</b>	<b>174</b>	<b>94</b>	<b>145</b>	<b>12%</b>
013 ARLINGTON	60	10	7	101	96	5	0%
059 FAIRFAX CO./CIT	286	24	23	575	229	49	13%
107 LOUDOUN	15	10	2	22	16	10	0%
153 PRINCE WILLIAM	56	19	31	430	184	79	11%
510 ALEXANDRIA	59	0	5	279	99	19	8%
683 MANASSAS	18	1	6	44	39	5	33%
685 MANASSAS PARK	1	8	8	2	3	2	N/A
EDD 6	<b>495</b>	<b>72</b>	<b>82</b>	<b>1,453</b>	<b>666</b>	<b>169</b>	<b>11%</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 A - SFY 96, SFY 97 AND SFY 98  
Statewide**

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
	NUMBER OF AFDC/TANF CASES SANCTIONED FOR FAILURE TO...					DIVERSIONARY ASSISTANCE	
	... COOPERATE WITH ESTABLISHING PATERNITY	...IMMUNIZE SCHOOL AGE CHILD*	...COMPLY WITH COMPULSORY SCHOOL	...PARTICIPATE IN VIEW	...SIGN PERSONAL RESPONSIBILITY AGREEMENT	NUMBER OF CASES RECEIVING	PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY
<u>FIPS LOCALITY</u>							
Statewide	3,752	1,039	2,228	15,691	5,046	1,857	16%
047 CULPEPER	10	0	11	19	39	5	33%
061 FAUQUIER	8	1	5	16	30	21	8%
113 MADISON	2	0	2	10	14	2	0%
137 ORANGE	4	0	5	34	10	18	10%
157 RAPPAHANNOCK EDD 7	0 24	0 1	2 25	5 84	3 96	2 48	0% 11%
003 ALBEMARLE	6	3	5	81	7	84	23%
065 FLUVANNA	0	0	2	6	1	1	0%
079 GREENE	0	0	1	10	5	14	25%
109 LOUISA	7	3	1	74	20	1	100%
125 NELSON	0	0	2	20	3	0	N/A
540 CHARLOTTESVIL EDD 8	32 45	19 25	58 69	80 271	30 66	182 282	28% 27%
009 AMHERST	1	0	1	50	24	3	N/A
011 APPOMATTOX	6	1	4	53	23	4	N/A
019 BEDFORD CO./CI	5	3	2	119	48	19	30%
031 CAMPBELL	6	5	11	63	42	0	N/A
680 LYNCHBURG EDD 9	38 56	13 22	122 140	331 616	63 200	2 28	N/A 21%
083 HALIFAX	25	11	18	134	31	2	0%
089 HENRY	4	2	4	104	70	4	0%
141 PATRICK	3	1	2	33	6	3	0%
143 PITTSYLVANIA	7	5	21	125	102	7	0%
590 DANVILLE	39	35	90	294	145	3	33%
690 MARTINSVILLE EDD 10	9 87	3 57	11 146	61 751	21 375	10 29	0% 5%
007 AMELIA	6	2	1	17	5	4	0%
025 BRUNSWICK	23	7	21	17	4	0	N/A
029 BUCKINGHAM	6	2	1	20	5	54	15%
037 CHARLOTTE	3	1	0	49	2	0	N/A
049 CUMBERLAND	1	0	0	48	10	2	N/A
081 GREENSVILLE/E	15	5	17	99	7	0	N/A
111 LUNENBURG	0	0	9	18	3	5	0%
117 MECKLENBURG	1	5	4	82	14	2	0%
135 NOTTOWAY	10	9	1	19	3	14	10%
147 PRINCE EDWARD EDD 11	11 76	5 36	4 58	37 406	8 61	1 82	0% 12%
041 CHESTERFIELD/C	100	19	17	315	85	17	33%
075 GOOCHLAND	2	0	0	37	5	3	33%
085 HANOVER	4	0	2	49	14	5	0%
087 HENRICO	157	26	50	151	82	62	17%
145 POWHATAN	1	0	0	13	2	0	N/A
760 RICHMOND EDD 12	340 604	119 164	441 510	1,485 2,050	835 1,023	18 105	20% 19%
033 CAROLINE	9	5	2	60	33	4	0%
099 KING GEORGE	0	0	3	14	11	0	N/A
177 SPOTSYLVANIA	10	2	4	43	14	17	0%
179 STAFFORD	10	0	8	82	51	16	18%
630 FREDERICKSBUR EDD 13	31 60	6 13	9 26	121 320	13 122	12 49	25% 11%

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 A - SFY 96, SFY 97 AND SFY 98  
Statewide**

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
	NUMBER OF AFDC/TANF CASES SANCTIONED FOR FAILURE TO... COOPERATE WITH ESTABLISHING PATERNITY	...IMMUNIZE SCHOOL AGE CHILD*	...COMPLY WITH COMPULSORY SCHOOL	...PARTICIPATE IN VIEW	...SIGN PERSONAL RESPONSIBILITY AGREEMENT	DIVERSIONARY ASSISTANCE NUMBER OF CASES RECEIVING	PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY
Statewide	3,752	1,039	2,228	15,691	5,045	1,857	16%
057 ESSEX	13	0	1	15	2	16	8%
097 KING & QUEEN	8	1	3	26	4	1	N/A
101 KING WILLIAM	0	4	0	18	2	0	N/A
103 LANCASTER	5	1	4	13	2	1	0%
115 MATHEWS	3	0	2	5	3	11	33%
119 MIDDLESEX	0	3	5	36	5	1	N/A
133 NORTHUMBERLA	5	0	1	34	2	2	N/A
159 RICHMOND CO.	9	2	1	30	9	0	N/A
193 WESTMORELAND	15	2	6	42	5	5	100%
EDD 14	58	13	23	219	34	37	16%
036 CHARLES CITY	0	0	0	14	1	1	N/A
073 GLOUCESTER	21	0	7	58	5	5	33%
095 JAMES CITY	9	2	3	70	11	0	N/A
127 NEW KENT	2	1	0	2	0	0	N/A
199 YORK/POQUOSO	12	3	1	78	20	14	13%
650 HAMPTON	103	51	27	715	351	45	9%
700 NEWPORT NEWS	219	92	55	606	170	208	10%
830 WILLIAMSBURG	3	0	1	12	2	3	N/A
EDD 15	369	149	94	1,555	560	276	10%
053 DINWIDDIE	11	6	4	6	11	1	N/A
149 PRINCE GEORGE	2	8	1	53	12	9	0%
181 SURRY	8	2	2	11	5	7	50%
183 SUSSEX	11	3	15	24	13	0	N/A
670 HOPEWELL	47	30	39	43	39	65	20%
730 PETERSBURG	111	6	91	302	74	1	N/A
EDD 16	190	55	152	439	154	83	22%
093 ISLE OF WIGHT	20	2	1	91	22	2	0%
175 SOUTHAMPTON	27	4	7	93	6	0	N/A
550 CHESAPEAKE	119	110	32	400	103	5	0%
620 FRANKLIN	19	9	8	67	7	1	0%
710 NORFOLK	615	61	304	2,042	236	4	0%
740 PORTSMOUTH	132	77	71	541	108	1	N/A
800 SUFFOLK	70	7	13	247	17	2	0%
810 VIRGINIA BEACH	185	51	177	1,362	253	65	0%
EDD 17	1,187	321	613	4,843	752	80	0%
001 ACCOMACK	75	4	10	123	99	2	N/A
131 NORTHAMPTON	55	8	14	41	23	0	N/A
EDD 18	130	12	24	164	122	2	N/A

\* Number of Children not Immunized



## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 2 - SFY 98  
Statewide**

FIPS LOCALITY	Column A ESTIMATED EVER MANDATORY VIEW	Column B EVER ENROLLED IN VIEW FY 98	Column C PERCENT ENROLLED IN VIEW FY 98*	Column D EMPLOYED VIEW PARTICIPANTS	Column E PERCENT PARTICIPANTS UNSUBSIDIZED WORK	Column F AVERAGE HOURS PER WEEK	Column G AVERAGE HOURLY RATES
<b>Statewide</b>	<b>36,449</b>	<b>27,198</b>	<b>75%</b>	<b>17,325</b>	<b>64%</b>	<b>31.87</b>	<b>\$5.82</b>
027 BUCHANAN	273	259	95%	89	34%	29.07	\$5.43
051 DICKENSON	155	137	88%	73	53%	28.14	\$4.85
105 LEE	367	281	77%	72	26%	29.70	\$5.27
167 RUSSELL	266	220	83%	129	59%	30.82	\$5.46
169 SCOTT	118	110	93%	44	40%	34.78	\$5.61
185 TAZEWELL	394	346	88%	179	52%	30.50	\$5.15
195 WISE	611	516	84%	229	44%	28.28	\$5.31
720 NORTON	67	68	101%	37	54%	25.81	\$5.40
<b>EDD 1</b>	<b>2,251</b>	<b>1,937</b>	<b>86%</b>	<b>852</b>	<b>44%</b>	<b>28.43</b>	<b>\$5.31</b>
021 BLAND	18	14	78%	13	93%	36.07	\$4.89
035 CARROLL	148	126	85%	92	73%	34.34	\$5.43
077 GRAYSON	64	55	86%	39	71%	33.99	\$5.37
173 SMYTH	182	172	95%	126	73%	33.17	\$5.29
191 WASHINGTON	149	121	81%	84	69%	32.67	\$5.78
197 WYTHE	150	166	111%	107	64%	33.58	\$5.34
520 BRISTOL	197	161	82%	130	81%	34.65	\$5.33
640 GALAX	65	62	95%	44	71%	35.23	\$5.21
<b>EDD2</b>	<b>973</b>	<b>877</b>	<b>90%</b>	<b>635</b>	<b>72%</b>	<b>33.90</b>	<b>\$5.33</b>
005 ALLEGHANY/COV.	120	22	18%	8	36%	30.33	\$5.58
023 BOTETOURT	33	23	70%	13	57%	28.12	\$5.93
045 CRAIG	5	4	80%	2	50%	39.20	\$4.45
063 FLOYD	51	44	86%	33	75%	30.79	\$5.69
067 FRANKLIN CO.	131	96	73%	56	58%	33.17	\$5.84
071 GILES	34	31	91%	17	55%	37.82	\$5.69
121 MONTGOMERY	279	263	94%	203	77%	31.32	\$5.67
155 PULASKI	195	143	73%	94	66%	32.03	\$5.46
161 ROANOKE CO.	103	80	78%	66	83%	33.02	\$5.99
560 CLIFTON FORGE	43	32	74%	14	44%	31.94	\$5.12
750 RADFORD	58	46	79%	32	70%	33.58	\$5.77
770 ROANOKE	848	483	57%	279	58%	34.04	\$5.76
<b>EDD 3</b>	<b>1,900</b>	<b>1,267</b>	<b>67%</b>	<b>817</b>	<b>64%</b>	<b>32.58</b>	<b>\$5.64</b>
015 AUGUSTA	111	89	80%	51	57%	32.71	\$6.21
017 BATH	9	6	67%	3	50%	33.33	\$5.83
091 HIGHLAND	4	2	50%	1	50%	25.20	\$6.00
163 ROCKBRIDGE/B.V./L.	95	82	86%	67	82%	31.66	\$5.75
165 ROCKINGHAM	125	104	83%	75	72%	34.85	\$5.97
660 HARRISONBURG	182	162	89%	109	67%	31.20	\$5.83
790 STAUNTON	134	109	81%	82	75%	30.43	\$5.90
820 WAYNESBORO	136	112	82%	78	70%	33.85	\$5.56
<b>EDD 4</b>	<b>796</b>	<b>666</b>	<b>84%</b>	<b>466</b>	<b>70%</b>	<b>32.33</b>	<b>\$5.88</b>
043 CLARKE	22	20	91%	12	60%	33.77	\$6.34
069 FREDERICK CO.	54	49	91%	34	69%	34.02	\$6.01
139 PAGE	64	69	108%	50	72%	33.53	\$6.10
171 SHENANDOAH	56	53	95%	37	70%	34.34	\$5.54
187 WARREN	135	100	74%	70	70%	32.13	\$5.85
840 WINCHESTER	99	82	83%	70	85%	33.25	\$5.67
<b>EDD 5</b>	<b>430</b>	<b>373</b>	<b>87%</b>	<b>273</b>	<b>73%</b>	<b>33.28</b>	<b>\$5.91</b>
013 ARLINGTON	575	465	81%	355	76%	31.89	\$6.96
059 FAIRFAX CO./CITY/F.	1,492	1,270	85%	957	75%	31.80	\$6.81
107 LOUDOUN	179	158	88%	145	92%	30.67	\$6.35
153 PRINCE WILLIAM	1,151	964	84%	694	72%	33.07	\$6.75
510 ALEXANDRIA	759	584	77%	398	68%	30.68	\$6.81
683 MANASSAS	122	109	89%	90	83%	31.14	\$6.69
685 MANASSAS PARK	50	32	64%	24	75%	30.63	\$6.77
<b>EDD 6</b>	<b>4,328</b>	<b>3,582</b>	<b>83%</b>	<b>2,663</b>	<b>74%</b>	<b>31.88</b>	<b>\$6.73</b>

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 2 - SFY 98  
Statewide**

<u>FIPS LOCALITY</u>	<u>Column A</u> <b>ESTIMATED EVER MANDATORY VIEW</b>	<u>Column B</u> <b>EVER ENROLLED IN VIEW FY 98</b>	<u>Column C</u> <b>PERCENT ENROLLED IN VIEW FY 98*</b>	<u>Column D</u> <b>EMPLOYED VIEW PARTICIPANTS</b>	<u>Column E</u> <b>PERCENT PARTICIPANTS UNSUBSIDIZED WORK</b>	<u>Column F</u> <b>AVERAGE HOURS PER WEEK</b>	<u>Column G</u> <b>AVERAGE HOURLY RATES</b>
<b>Statewide</b>	<b>36,449</b>	<b>27,198</b>	<b>75%</b>	<b>17,325</b>	<b>64%</b>	<b>31.87</b>	<b>\$5.82</b>
047 CULPEPER	97	62	64%	47	76%	32.99	\$6.41
061 FAUQUIER	99	59	60%	40	68%	28.44	\$5.73
113 MADISON	24	18	75%	14	78%	34.48	\$6.04
137 ORANGE	79	63	80%	50	79%	33.91	\$5.89
157 RAPPAHANNOCK EDD 7	8 307	12 214	150% 70%	8 159	67% 74%	32.57 32.24	\$6.79 \$6.34
003 ALBEMARLE	136	107	79%	83	78%	32.67	\$6.66
065 FLUVANNA	17	13	76%	12	92%	38.36	\$6.49
079 GREENE	40	30	75%	22	73%	32.03	\$5.70
109 LOUISA	94	60	64%	44	73%	32.48	\$5.72
125 NELSON	36	22	61%	13	59%	33.25	\$5.62
540 CHARLOTTESVILLE EDD 8	520 843	445 677	86% 80%	360 534	81% 79%	32.29 32.51	\$5.91 \$6.06
009 AMHERST	97	49	51%	33	67%	32.49	\$5.43
011 APPOMATTOX	106	90	85%	62	69%	31.89	\$5.27
019 BEDFORD CO./CITY	202	175	87%	137	78%	32.35	\$5.32
031 CAMPBELL	235	199	85%	130	65%	32.86	\$5.25
660 LYNCHBURG EDD 9	641 1,281	495 1,008	77% 79%	376 738	76% 73%	32.41 32.44	\$5.31 \$5.51
083 HALIFAX	219	188	86%	107	57%	33.74	\$5.45
089 HENRY	200	142	71%	100	70%	36.35	\$5.63
141 PATRICK	113	96	85%	62	65%	34.92	\$5.78
143 PITTSYLVANIA	176	128	73%	84	66%	34.22	\$5.23
590 DANVILLE	693	559	81%	414	74%	32.62	\$5.42
690 MARTINSVILLE EDD 10	120 1,521	108 1,221	90% 80%	94 861	87% 71%	36.99 33.99	\$5.40 \$5.49
007 AMELIA	34	33	97%	16	48%	28.62	\$6.17
025 BRUNSWICK	139	114	82%	44	39%	33.08	\$5.53
029 BUCKINGHAM	92	40	43%	15	38%	29.27	\$5.39
037 CHARLOTTE	47	36	77%	14	39%	33.20	\$5.70
049 CUMBERLAND	53	39	74%	11	28%	25.52	\$5.47
081 GREENSVILLE/EMP	117	87	74%	48	55%	33.76	\$5.53
111 LUNENBURG	71	50	70%	16	32%	35.88	\$5.48
117 MECKLENBURG	58	34	59%	19	56%	32.53	\$5.28
135 NOTTOWAY	120	85	71%	44	52%	32.07	\$6.80
147 PRINCE EDWARD EDD 11	98 829	83 601	85% 72%	49 276	59% 46%	29.97 31.85	\$5.30 \$5.62
041 CHESTERFIELD/C.H.	699	596	85%	428	72%	32.95	\$5.98
075 GOOCHLAND	41	36	88%	30	83%	33.03	\$5.84
085 HANOVER	77	42	55%	36	86%	30.96	\$6.12
087 HENRICO	1,082	906	84%	649	72%	33.46	\$6.13
145 POWHATAN	34	33	97%	27	82%	34.62	\$6.73
760 RICHMOND EDD 12	4,031 5,964	2,628 4,241	65% 71%	1,656 2,826	63% 67%	33.29 33.26	\$5.86 \$6.04
033 CAROLINE	150	95	63%	53	56%	33.09	\$5.79
099 KING GEORGE	77	50	65%	36	72%	33.70	\$6.06
177 SPOTSYLVANIA	161	140	87%	98	70%	33.35	\$6.36
179 STAFFORD	139	96	69%	63	66%	34.81	\$6.84
630 FREDERICKSBURG EDD 13	159 686	135 516	85% 75%	106 356	79% 69%	33.70 33.71	\$5.98 \$6.13

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 2 - SFY 98  
Statewide**

<u>FIPS LOCALITY</u>	<u>Column A</u> <b>ESTIMATED EVER MANDATORY VIEW</b>	<u>Column B</u> <b>EVER ENROLLED IN VIEW FY 98</b>	<u>Column C</u> <b>PERCENT ENROLLED IN VIEW FY 98*</b>	<u>Column D</u> <b>EMPLOYED VIEW PARTICIPANTS</b>	<u>Column E</u> <b>PERCENT PARTICIPANTS UNSUBSIDIZED WORK</b>	<u>Column F</u> <b>AVERAGE HOURS PER WEEK</b>	<u>Column G</u> <b>AVERAGE HOURLY RATES</b>
<b>Statewide</b>	<b>36,449</b>	<b>27,198</b>	<b>75%</b>	<b>17,325</b>	<b>64%</b>	<b>31.87</b>	<b>\$5.82</b>
057 ESSEX	54	32	59%	20	63%	35.64	\$5.50
097 KING & QUEEN	36	26	72%	9	35%	34.44	\$5.58
101 KING WILLIAM	40	31	78%	14	45%	30.90	\$5.68
103 LANCASTER	67	44	66%	27	61%	26.14	\$5.83
115 MATHEWS	34	24	71%	12	50%	30.67	\$5.74
119 MIDDLESEX	50	52	104%	36	69%	30.33	\$5.49
133 NORTHUMBERLAND	35	29	83%	15	52%	30.18	\$5.58
159 RICHMOND CO.	33	29	88%	19	66%	31.97	\$5.92
193 WESTMORELAND EDD 14	86 <b>435</b>	61 <b>328</b>	71% <b>75%</b>	45 <b>197</b>	74% <b>60%</b>	36.46 <b>32.09</b>	\$5.58 <b>\$5.68</b>
036 CHARLES CITY	22	16	73%	8	50%	29.38	\$6.26
073 GLOUCESTER	119	107	90%	78	73%	31.98	\$5.43
095 JAMES CITY	83	73	88%	54	74%	28.19	\$6.24
127 NEW KENT	20	14	70%	10	71%	30.49	\$6.09
199 YORK/POQUOSON	86	67	78%	50	75%	29.18	\$5.86
650 HAMPTON	1,524	1,016	67%	576	57%	32.16	\$5.69
700 NEWPORT NEWS	1,750	1,294	74%	848	66%	31.54	\$5.73
830 WILLIAMSBURG EDD 15	28 <b>3,632</b>	16 <b>2,603</b>	57% <b>72%</b>	15 <b>1,639</b>	94% <b>63%</b>	29.49 <b>31.56</b>	\$6.00 <b>\$5.91</b>
053 DINWIDDIE	124	103	83%	73	71%	32.08	\$5.68
149 PRINCE GEORGE	71	55	77%	41	75%	34.88	\$6.47
181 SURRY	41	35	85%	28	80%	31.33	\$6.13
183 SUSSEX	110	87	79%	51	59%	33.98	\$5.60
670 HOPEWELL	327	266	81%	171	64%	32.58	\$5.38
730 PETERSBURG EDD 16	759 <b>1,432</b>	528 <b>1,074</b>	70% <b>75%</b>	329 <b>693</b>	62% <b>65%</b>	32.69 <b>32.77</b>	\$5.63 <b>\$5.83</b>
093 ISLE OF WIGHT	152	116	76%	81	70%	31.22	\$5.51
175 SOUTHAMPTON	83	85	102%	34	40%	27.97	\$5.53
550 CHESAPEAKE	1,135	742	65%	377	51%	28.19	\$5.49
620 FRANKLIN	136	100	74%	51	51%	29.64	\$5.13
710 NORFOLK	3,069	2,098	68%	1,081	52%	28.69	\$5.41
740 PORTSMOUTH	1,950	1,398	72%	779	56%	30.84	\$5.43
800 SUFFOLK	611	437	72%	266	61%	30.25	\$5.41
810 VIRGINIA BEACH EDD 17	1,312 <b>8,448</b>	734 <b>5,710</b>	56% <b>68%</b>	468 <b>3,137</b>	64% <b>55%</b>	31.08 <b>29.73</b>	\$5.71 <b>\$5.45</b>
001 ACCOMACK	234	165	71%	104	63%	29.75	\$5.42
131 NORTHAMPTON EDD 18	159 <b>393</b>	138 <b>303</b>	87% <b>77%</b>	99 <b>203</b>	72% <b>67%</b>	29.97 <b>29.86</b>	\$5.68 <b>\$5.50</b>

\* Because the number ever mandatory is an estimate and the number of enrollees can also include exempt volunteer, the percent of mandatory enrolled in VIEW can exceed 100%.

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 2 A - SFY 96, SFY 97, AND SFY 98  
Statewide**

<u>FIPS LOCALITY</u>	<u>Column A</u> <b>ESTIMATED EVER MANDATORY VIEW</b>	<u>Column B</u> <b>EVER ENROLLED IN VIEW FY 98</b>	<u>Column C</u> <b>PERCENT ENROLLED IN VIEW FY 98*</b>	<u>Column D</u> <b>EMPLOYED VIEW PARTICIPANTS</b>	<u>Column E</u> <b>PERCENT PARTICIPANTS UNSUBSIDIZED WORK</b>	<u>Column F</u> <b>AVERAGE HOURS PER WEEK</b>	<u>Column G</u> <b>AVERAGE HOURLY RATES</b>
<b>Statewide</b>	<b>44,342</b>	<b>34,534</b>	<b>78%</b>	<b>22,080</b>	<b>64%</b>	<b>32.01</b>	<b>\$6.61</b>
027 BUCHANAN	317	261	82%	89	34%	29.07	\$5.43
051 DICKENSON	176	137	78%	73	53%	28.14	\$4.85
105 LEE	401	281	70%	72	26%	29.70	\$5.25
167 RUSSELL	296	222	75%	130	59%	30.89	\$5.46
169 SCOTT	137	111	81%	45	41%	34.36	\$5.58
185 TAZEWELL	445	349	78%	180	52%	30.51	\$5.13
195 WISE	631	516	82%	229	44%	28.28	\$5.31
720 NORTON	72	68	94%	37	54%	25.81	\$5.40
<b>EDD 1</b>	<b>2,475</b>	<b>1,945</b>	<b>79%</b>	<b>855</b>	<b>44%</b>	<b>29.55</b>	<b>\$5.30</b>
021 BLAND	44	44	100%	30	68%	35.53	\$4.95
035 CARROLL	283	258	91%	186	72%	34.45	\$5.35
077 GRAYSON	142	133	94%	89	67%	34.19	\$5.36
173 SMYTH	345	346	100%	231	67%	32.97	\$5.23
191 WASHINGTON	277	252	91%	176	70%	32.89	\$5.68
197 WYTHE	310	313	101%	192	61%	33.64	\$5.27
520 BRISTOL	315	325	103%	259	80%	34.61	\$5.26
640 GALAX	131	126	96%	87	69%	35.49	\$5.19
<b>EDD2</b>	<b>1,847</b>	<b>1,797</b>	<b>97%</b>	<b>1,250</b>	<b>70%</b>	<b>33.95</b>	<b>\$5.29</b>
005 ALLEGHANY	68	10	15%	3	30%	30.33	\$5.58
023 BOTETOURT	34	23	68%	13	57%	28.12	\$5.93
045 CRAIG	9	8	89%	5	63%	39.20	\$4.45
063 FLOYD	51	45	88%	33	73%	30.79	\$5.69
067 FRANKLIN CO.	128	97	76%	57	59%	33.11	\$5.82
071 GILES	37	31	84%	17	55%	37.82	\$5.69
121 MONTGOMERY	308	264	86%	204	77%	31.24	\$5.67
155 PULASKI	199	148	74%	96	65%	32.11	\$5.46
161 ROANOKE CO.	120	84	70%	69	82%	33.08	\$5.95
560 CLIFTON FORGE	42	33	79%	15	45%	32.48	\$5.12
580 COVINGTON	54	12	22%	5	42%	24.20	\$5.34
750 RADFORD	59	47	80%	33	70%	33.58	\$5.77
770 ROANOKE	898	492	55%	285	58%	34.06	\$5.75
<b>EDD 3</b>	<b>2,007</b>	<b>1,294</b>	<b>64%</b>	<b>835</b>	<b>65%</b>	<b>32.77</b>	<b>\$5.59</b>
015 AUGUSTA	124	90	73%	52	58%	32.71	\$6.21
017 BATH	9	6	67%	3	50%	33.33	\$5.83
091 HIGHLAND	4	2	50%	1	50%	25.20	\$6.00
163 ROCKBRIDGE/B.V./LEX	91	84	92%	68	81%	31.66	\$5.75
165 ROCKINGHAM	136	106	78%	75	71%	34.85	\$5.97
660 HARRISONBURG	190	165	87%	111	67%	31.20	\$5.83
790 STAUNTON	142	110	77%	82	75%	30.43	\$5.90
820 WAYNESBORO	140	113	81%	79	70%	33.72	\$5.55
<b>EDD 4</b>	<b>836</b>	<b>676</b>	<b>81%</b>	<b>471</b>	<b>70%</b>	<b>32.30</b>	<b>\$5.88</b>
043 CLARKE	44	28	64%	17	61%	33.77	\$6.34
069 FREDERICK CO.	111	87	78%	52	60%	34.16	\$5.98
139 PAGE	96	94	98%	65	69%	34.03	\$6.06
171 SHENANDOAH	116	95	82%	63	66%	33.92	\$5.45
187 WARREN	235	157	67%	96	61%	32.09	\$5.86
840 WINCHESTER	180	144	80%	99	69%	33.06	\$5.67
<b>EDD 5</b>	<b>782</b>	<b>605</b>	<b>77%</b>	<b>392</b>	<b>65%</b>	<b>33.30</b>	<b>\$5.89</b>

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 2 A - SFY 96, SFY 97, AND SFY 98  
Statewide**

<u>FIPS LOCALITY</u>	<u>Column A</u> <b>ESTIMATED EVER MANDATORY VIEW</b>	<u>Column B</u> <b>EVER ENROLLED IN VIEW FY 98</b>	<u>Column C</u> <b>PERCENT ENROLLED IN VIEW FY 98*</b>	<u>Column D</u> <b>EMPLOYED VIEW PARTICIPANTS</b>	<u>Column E</u> <b>PERCENT PARTICIPANTS UNSUBSIDIZED WORK</b>	<u>Column F</u> <b>AVERAGE HOURS PER WEEK</b>	<u>Column G</u> <b>AVERAGE HOURLY RATES</b>
<b>Statewide</b>	<b>44,342</b>	<b>34,534</b>	<b>78%</b>	<b>22,080</b>	<b>64%</b>	<b>32.01</b>	<b>\$6.61</b>
013 ARLINGTON	1,099	858	78%	662	77%	31.75	\$6.92
059 FAIRFAX CO./CITY/F.C	3,313	2,630	79%	1,870	71%	31.78	\$6.77
107 LOUDOUN	315	284	90%	251	88%	30.76	\$6.34
153 PRINCE WILLIAM	1,448	1,465	101%	1,051	72%	33.03	\$6.72
510 ALEXANDRIA	1,358	990	73%	671	68%	30.09	\$6.77
683 MANASSAS	272	214	79%	144	67%	31.00	\$6.62
685 MANASSAS PARK EDD 6	109 <b>7,914</b>	93 <b>6,534</b>	85% <b>83%</b>	74 <b>4,723</b>	80% <b>72%</b>	30.39 <b>31.71</b>	\$6.71 <b>\$6.69</b>
047 CULPEPER	269	228	85%	163	71%	32.90	\$6.15
061 FAUQUIER	295	229	78%	156	68%	27.90	\$5.68
113 MADISON	68	53	78%	38	72%	34.45	\$5.93
137 ORANGE	196	148	76%	103	70%	33.17	\$5.78
157 RAPPAHANNOCK EDD 7	23 <b>851</b>	27 <b>685</b>	117% <b>80%</b>	18 <b>478</b>	67% <b>70%</b>	32.70 <b>31.44</b>	\$6.71 <b>\$6.24</b>
003 ALBEMARLE	185	110	59%	84	76%	32.67	\$6.66
065 FLUVANNA	19	14	74%	13	93%	38.36	\$6.49
079 GREENE	35	32	91%	24	75%	32.03	\$5.70
109 LOUISA	132	61	46%	44	72%	32.48	\$5.72
125 NELSON	82	22	27%	13	59%	33.25	\$5.62
540 CHARLOTTESVILLE EDD 8	593 <b>1,046</b>	446 <b>685</b>	75% <b>65%</b>	361 <b>539</b>	81% <b>79%</b>	32.29 <b>32.52</b>	\$5.91 <b>\$6.05</b>
009 AMHERST	211	147	70%	97	66%	32.50	\$5.43
011 APPOMATTOX	176	172	98%	113	66%	32.64	\$5.20
019 BEDFORD CO./CITY	373	393	105%	273	69%	32.30	\$5.25
031 CAMPBELL	438	384	88%	250	65%	32.90	\$5.15
680 LYNCHBURG EDD 9	735 <b>1,933</b>	755 <b>1,851</b>	103% <b>96%</b>	551 <b>1,284</b>	73% <b>69%</b>	32.49 <b>46.20</b>	\$5.29 <b>\$5.47</b>
083 HALIFAX	356	327	92%	182	56%	33.48	\$5.40
089 HENRY	403	285	71%	192	67%	36.31	\$5.59
141 PATRICK	185	171	92%	99	58%	34.82	\$5.76
143 PITTSYLVANIA	340	277	81%	166	60%	34.38	\$5.21
590 DANVILLE	1,018	837	82%	596	71%	32.39	\$5.38
690 MARTINSVILLE EDD 10	220 <b>2,522</b>	186 <b>2,083</b>	85% <b>83%</b>	154 <b>1,389</b>	83% <b>67%</b>	36.55 <b>33.95</b>	\$5.37 <b>\$5.45</b>
007 AMELIA	39	34	87%	17	50%	28.62	\$6.17
025 BRUNSWICK	144	116	81%	46	40%	33.01	\$5.51
029 BUCKINGHAM	248	40	16%	15	38%	29.27	\$5.39
037 CHARLOTTE	49	37	76%	15	41%	32.32	\$5.63
049 CUMBERLAND	58	39	67%	11	28%	25.52	\$5.47
081 GREENSVILLE/EMP	121	87	72%	48	55%	33.76	\$5.53
111 LUNENBURG	72	50	69%	16	32%	35.88	\$5.48
117 MECKLENBURG	61	34	56%	19	56%	32.53	\$5.28
135 NOTTOWAY	120	88	73%	46	52%	32.07	\$6.80
147 PRINCE EDWARD EDD 11	106 <b>1,018</b>	87 <b>612</b>	82% <b>60%</b>	51 <b>284</b>	59% <b>46%</b>	29.78 <b>31.75</b>	\$5.26 <b>\$5.61</b>
041 CHESTERFIELD/C.H	907	656	72%	453	69%	32.95	\$5.98
075 GOOCHLAND	50	42	84%	33	79%	33.03	\$5.84
085 HANOVER	102	52	51%	43	83%	31.17	\$6.12
087 HENRICO	1,318	958	73%	675	70%	33.43	\$6.13
145 POWHATAN	48	46	96%	33	72%	34.62	\$6.73
760 RICHMOND EDD 12	4,797 <b>7,222</b>	2,991 <b>4,745</b>	62% <b>66%</b>	1,871 <b>3,108</b>	63% <b>66%</b>	33.30 <b>33.26</b>	\$5.86 <b>\$6.04</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 2 A - SFY 96, SFY 97, AND SFY 98  
Statewide**

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
	ESTIMATED EVER MANDATORY VIEW	EVER ENROLLED IN VIEW FY 98	PERCENT ENROLLED IN VIEW FY 98*	EMPLOYED VIEW PARTICIPANTS	PERCENT PARTICIPANTS UNSUBSIDIZED WORK	AVERAGE HOURS PER WEEK	AVERAGE HOURLY RATES
<b>Statewide</b>	<b>44,342</b>	<b>34,534</b>	<b>78%</b>	<b>22,080</b>	<b>64%</b>	<b>32.01</b>	<b>\$6.61</b>
033 CAROLINE	154	96	62%	53	55%	33.09	\$5.79
099 KING GEORGE	79	50	63%	36	72%	33.70	\$6.06
177 SPOTSYLVANIA	174	143	82%	99	69%	33.35	\$6.36
179 STAFFORD	148	107	72%	69	64%	34.89	\$6.85
630 FREDERICKSBURG	168	135	80%	106	79%	33.70	\$5.98
EDD 13	723	531	73%	363	68%	33.74	\$6.13
057 ESSEX	57	34	60%	21	62%	35.46	\$5.57
097 KING & QUEEN	40	26	65%	9	35%	34.44	\$5.58
101 KING WILLIAM	40	32	80%	15	47%	30.90	\$5.68
103 LANCASTER	72	45	63%	28	62%	26.14	\$5.83
115 MATHEWS	35	24	69%	12	50%	30.67	\$5.74
119 MIDDLESEX	57	53	93%	37	70%	30.33	\$5.49
133 NORTHUMBERLAND	35	30	86%	16	53%	30.17	\$5.70
159 RICHMOND CO.	36	29	81%	19	66%	31.97	\$5.92
193 WESTMORELAND	96	61	64%	45	74%	36.46	\$5.58
EDD 14	468	334	71%	202	60%	32.04	\$5.69
036 CHARLES CITY	24	16	67%	8	50%	29.38	\$6.26
073 GLOUCESTER	127	107	84%	78	73%	31.98	\$5.43
095 JAMES CITY	89	74	83%	55	74%	28.19	\$6.24
127 NEW KENT	21	14	67%	10	71%	30.49	\$6.09
199 YORK/POQUOSON	99	67	68%	50	75%	29.18	\$5.86
650 HAMPTON	1,557	1,021	66%	582	57%	32.13	\$5.68
700 NEWPORT NEWS	1,723	1,302	76%	851	65%	31.53	\$5.73
830 WILLIAMSBURG	24	16	67%	15	94%	29.49	\$6.00
EDD 15	3,664	2,617	71%	1,649	63%	31.55	\$5.91
053 DINWIDDIE	186	135	73%	93	69%	31.86	\$5.64
149 PRINCE GEORGE	120	78	65%	50	64%	34.33	\$6.31
181 SURRY	56	41	73%	33	80%	31.44	\$6.10
183 SUSSEX	158	109	69%	69	63%	33.94	\$5.59
670 HOPEWELL	470	327	70%	197	60%	32.58	\$5.38
730 PETERSBURG	656	640	98%	391	61%	32.75	\$5.63
EDD 16	1,646	1,330	81%	833	63%	32.75	\$5.79
093 ISLE OF WIGHT	164	117	71%	82	70%	31.22	\$5.51
175 SOUTHAMPTON	102	85	83%	34	40%	27.97	\$5.53
550 CHESAPEAKE	1,213	745	61%	379	51%	28.19	\$5.49
620 FRANKLIN	134	100	75%	51	51%	29.64	\$5.13
710 NORFOLK	3,227	2,108	65%	1,086	52%	28.70	\$5.41
740 PORTSMOUTH	2,049	1,402	68%	781	56%	30.84	\$5.43
800 SUFFOLK	616	439	71%	268	61%	30.25	\$5.41
810 VIRGINIA BEACH	1,410	735	52%	469	64%	31.08	\$5.71
EDD 17	8,915	5,731	64%	3,150	55%	29.73	\$5.45
001 ACCOMACK	392	283	72%	149	53%	29.98	\$5.40
131 NORTHAMPTON	238	196	82%	126	64%	29.55	\$5.65
EDD 18	630	479	76%	275	57%	29.78	\$5.49

\* Because the number ever mandatory is an estimate and the number of enrollees can also include exempt volunteer, the percent of mandatory enrolled in VIEW can exceeds 100%.

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 3 - SFY 98  
Statewide**

<b>FIPS LOCALITY</b>	<b>Column A NUMBER VIEW PARTICIPANTS</b>	<b>Column B NUMBER VIEW CWEP PARTICIPANTS</b>	<b>Column C PERCENT OF VIEW PARTICIPANTS IN CWEP</b>	<b>Column D NUMBER VIEW EMPLOYED</b>	<b>Column E EMPLOYED WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT</b>	<b>Column F EMPLOYED WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT</b>	<b>Column G MONTHLY WAGES FOR LEFT WITH EMPLOYMENT</b>
<b>Statewide</b>	<b>27,198</b>	<b>3,033</b>	<b>11%</b>	<b>17,325</b>	<b>6,030</b>	<b>22%</b>	<b>\$906</b>
027 BUCHANAN	259	61	24%	89	16	6%	\$901
051 DICKENSON	137	30	22%	73	26	19%	\$874
105 LEE	281	5	2%	72	16	6%	\$865
167 RUSSELL	220	20	9%	129	34	15%	\$867
169 SCOTT	110	9	8%	44	16	15%	\$862
185 TAZEWELL	346	80	23%	179	41	12%	\$727
195 WISE	516	82	16%	229	50	10%	\$739
720 NORTON	68	16	24%	37	11	16%	\$598
EDD 1	1,937	303	16%	852	210	11%	\$804
021 BLAND	14	1	7%	13	4	29%	\$829
035 CARROLL	126	0	0%	92	41	33%	\$890
077 GRAYSON	55	8	15%	39	16	29%	\$894
173 SMYTH	172	21	12%	126	58	34%	\$875
191 WASHINGTON	121	12	10%	84	42	35%	\$797
197 WYTHE	166	3	2%	107	64	39%	\$844
520 BRISTOL	161	22	14%	130	55	34%	\$860
640 GALAX	62	0	0%	44	17	27%	\$845
EDD2	877	67	8%	635	297	34%	\$854
005 ALLEGHANY/COV.	22	2	9%	8	1	5%	\$886
023 BOTETOURT	23	0	0%	13	7	30%	\$884
045 CRAIG	4	0	0%	2	1	25%	\$1,032
063 FLOYD	44	3	7%	33	13	30%	\$750
067 FRANKLIN CO.	96	2	2%	56	19	20%	\$896
071 GILES	31	4	13%	17	6	19%	\$1,075
121 MONTGOMERY	263	13	5%	203	60	23%	\$829
155 PULASKI	143	3	2%	94	36	25%	\$928
161 ROANOKE CO.	80	0	0%	66	22	28%	\$907
560 CLIFTON FORGE	32	2	6%	14	5	16%	\$836
750 RADFORD	46	6	13%	32	11	24%	\$869
770 ROANOKE	483	42	9%	279	101	21%	\$881
EDD 3	1,267	77	6%	817	282	22%	\$898
015 AUGUSTA	89	3	3%	51	27	30%	\$962
017 BATH	6	2	33%	3	0	0%	\$0
091 HIGHLAND	2	0	0%	1	1	50%	\$650
163 ROCKBRIDGE/B.V./LEX	82	3	4%	67	29	35%	\$950
165 ROCKINGHAM	104	2	2%	75	34	33%	\$981
660 HARRISONBURG	162	4	2%	109	48	30%	\$906
790 STAUNTON	109	10	9%	82	34	31%	\$855
820 WAYNESBORO	112	18	16%	78	50	45%	\$844
EDD 4	666	42	6%	466	223	33%	\$878
043 CLARKE	20	1	5%	12	7	35%	\$1,000
069 FREDERICK CO.	49	0	0%	34	18	37%	\$938
139 PAGE	69	1	1%	50	26	38%	\$899
171 SHENANDOAH	53	0	0%	37	19	36%	\$938
187 WARREN	100	10	10%	70	28	28%	\$842
840 WINCHESTER	82	3	4%	70	40	49%	\$848
EDD 5	373	15	4%	273	138	37%	\$911
013 ARLINGTON	465	60	13%	355	186	40%	\$1,037
059 FAIRFAX CO./CITY/F C	1,270	60	5%	957	472	37%	\$1,057
107 LOUDOUN	158	4	3%	145	72	46%	\$901
153 PRINCE WILLIAM	964	112	12%	694	337	35%	\$1,074
510 ALEXANDRIA	584	140	24%	398	164	28%	\$1,068
683 MANASSAS	109	10	9%	90	44	40%	\$932
685 MANASSAS PARK	32	5	16%	24	15	47%	\$853
EDD 6	3,582	391	11%	2,663	1290	36%	\$989

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 3 - SFY 98  
Statewide**

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
<u>FIPS LOCALITY</u>	<u>NUMBER VIEW PARTICIPANTS</u>	<u>NUMBER VIEW CWEP PARTICIPANTS</u>	<u>PERCENT OF VIEW PARTICIPANTS IN CWEP</u>	<u>NUMBER VIEW EMPLOYED</u>	<u>EMPLOYED WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT</u>	<u>EMPLOYED WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT</u>	<u>MONTHLY WAGES FOR LEFT WITH EMPLOYMENT</u>
<b>Statewide</b>	<b>27,198</b>	<b>3,033</b>	<b>11%</b>	<b>17,325</b>	<b>6,030</b>	<b>22%</b>	<b>\$906</b>
047 CULPEPER	62	6	10%	47	30	48%	\$990
061 FAUQUIER	59	0	0%	40	23	39%	\$810
113 MADISON	18	5	28%	14	8	44%	\$948
137 ORANGE	63	3	5%	50	30	48%	\$904
157 RAPPAHANNOCK EDD 7	12 214	0 14	0% 7%	8 159	7 98	58% 46%	\$836 \$898
003 ALBEMARLE	107	4	4%	83	36	34%	\$1,037
065 FLUVANNA	13	0	0%	12	9	69%	\$1,084
079 GREENE	30	3	10%	22	8	27%	\$825
109 LOUISA	60	5	8%	44	19	32%	\$802
125 NELSON	22	0	0%	13	7	32%	\$837
540 CHARLOTTESVILLE EDD 8	445 677	40 52	9% 8%	360 534	100 179	22% 26%	\$891 \$913
009 AMHERST	49	4	8%	33	8	16%	\$676
011 APPOMATTOX	90	24	27%	62	32	36%	\$698
019 BEDFORD CO./CITY	175	0	0%	137	58	33%	\$783
031 CAMPBELL	199	5	3%	130	51	26%	\$765
680 LYNCHBURG EDD 9	495 1,008	77 110	16% 11%	376 738	151 300	31% 30%	\$770 \$738
083 HALIFAX	188	47	25%	107	48	26%	\$788
089 HENRY	142	14	10%	100	44	31%	\$880
141 PATRICK	96	4	4%	62	16	17%	\$918
143 PITTSYLVANIA	128	24	19%	84	33	26%	\$831
590 DANVILLE	559	163	29%	414	114	20%	\$913
690 MARTINSVILLE EDD 10	108 1,221	11 263	10% 22%	94 861	35 290	32% 24%	\$921 \$875
007 AMELIA	33	3	9%	16	4	12%	\$456
025 BRUNSWICK	114	17	15%	44	21	18%	\$1,024
029 BUCKINGHAM	40	0	0%	15	7	18%	\$667
037 CHARLOTTE	36	4	11%	14	7	19%	\$912
049 CUMBERLAND	39	5	13%	11	1	3%	\$659
081 GREENSVILLE/EMPORIA	87	4	5%	48	21	24%	\$918
111 LUNENBURG	50	0	0%	16	6	12%	\$1,034
117 MECKLENBURG	34	2	6%	19	6	18%	\$666
135 NOTTOWAY	85	6	7%	44	6	7%	\$770
147 PRINCE EDWARD EDD 11	83 601	12 53	14% 9%	49 276	11 90	13% 15%	\$953 \$806
041 CHESTERFIELD/C.H.	596	146	24%	428	168	28%	\$922
075 GOOCHLAND	36	1	3%	30	10	28%	\$794
085 HANOVER	42	1	2%	36	16	38%	\$924
087 HENRICO	906	123	14%	649	276	30%	\$925
145 POWHATAN	33	1	3%	27	14	42%	\$1,120
760 RICHMOND EDD 12	2,628 4,241	337 609	13% 14%	1,656 2,826	502 986	19% 23%	\$916 \$933
033 CAROLINE	95	4	4%	53	16	17%	\$936
099 KING GEORGE	50	4	8%	36	17	34%	\$1,021
177 SPOTSYLVANIA	140	7	5%	98	38	27%	\$1,024
179 STAFFORD	96	0	0%	63	41	43%	\$1,046
630 FREDERICKSBURG EDD 13	135 516	2 17	1% 3%	106 356	49 161	36% 31%	\$942 \$994



**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 3 - SFY 98  
Statewide**

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
<b>FIPS LOCALITY</b>	<b>NUMBER VIEW PARTICIPANTS</b>	<b>NUMBER VIEW CWEP PARTICIPANTS</b>	<b>PERCENT OF VIEW PARTICIPANTS IN CWEP</b>	<b>NUMBER VIEW EMPLOYED</b>	<b>EMPLOYED WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT</b>	<b>EMPLOYED WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT</b>	<b>MONTHLY WAGES FOR LEFT WITH EMPLOYMENT</b>
<b>Statewide</b>	<b>27,198</b>	<b>3,033</b>	<b>11%</b>	<b>17,325</b>	<b>6,030</b>	<b>22%</b>	<b>\$906</b>
057 ESSEX	32	0	0%	20	11	34%	\$1,013
097 KING & QUEEN	26	2	8%	9	6	23%	\$831
101 KING WILLIAM	31	4	13%	14	2	6%	\$658
103 LANCASTER	44	5	11%	27	8	18%	\$825
115 MATHEWS	24	3	13%	12	6	25%	\$777
119 MIDDLESEX	52	10	19%	36	15	29%	\$867
133 NORTHUMBERLAND	29	6	21%	15	10	34%	\$856
159 RICHMOND CO.	29	0	0%	19	9	31%	\$910
193 WESTMORELAND	61	4	7%	45	16	26%	\$889
<b>EDD 14</b>	<b>328</b>	<b>34</b>	<b>10%</b>	<b>197</b>	<b>83</b>	<b>25%</b>	<b>\$847</b>
036 CHARLES CITY	16	1	6%	8	0	0%	\$0
073 GLOUCESTER	107	12	11%	78	16	15%	\$1,057
095 JAMES CITY	73	5	7%	54	26	36%	\$796
127 NEW KENT	14	1	7%	10	2	14%	\$1,044
199 YORK/POQUOSON	67	12	18%	50	18	27%	\$850
650 HAMPTON	1,016	105	10%	576	196	19%	\$848
700 NEWPORT NEWS	1,294	132	10%	848	112	9%	\$890
830 WILLIAMSBURG	16	1	6%	15	6	38%	\$1,045
<b>EDD 15</b>	<b>2,603</b>	<b>269</b>	<b>10%</b>	<b>1,639</b>	<b>376</b>	<b>14%</b>	<b>\$933</b>
053 DINWIDDIE	103	9	9%	73	34	33%	\$908
149 PRINCE GEORGE	55	3	5%	41	18	33%	\$1,097
181 SURRY	35	0	0%	28	11	31%	\$921
183 SUSSEX	87	1	1%	51	19	22%	\$914
670 HOPEWELL	266	30	11%	171	66	25%	\$803
730 PETERSBURG	528	86	16%	329	105	20%	\$810
<b>EDD 16</b>	<b>1,074</b>	<b>129</b>	<b>12%</b>	<b>693</b>	<b>253</b>	<b>24%</b>	<b>\$909</b>
093 ISLE OF WIGHT	116	4	3%	81	25	22%	\$970
175 SOUTHAMPTON	85	12	14%	34	6	7%	\$730
550 CHESAPEAKE	742	5	1%	377	84	11%	\$761
620 FRANKLIN	100	30	30%	51	13	13%	\$940
710 NORFOLK	2,098	271	13%	1,081	234	11%	\$722
740 PORTSMOUTH	1,398	122	9%	779	131	9%	\$803
800 SUFFOLK	437	41	9%	266	58	13%	\$883
810 VIRGINIA BEACH	734	36	5%	468	142	19%	\$895
<b>EDD 17</b>	<b>5,710</b>	<b>521</b>	<b>9%</b>	<b>3,137</b>	<b>693</b>	<b>12%</b>	<b>\$838</b>
001 ACCOMACK	165	34	21%	104	50	30%	\$767
131 NORTHAMPTON	138	33	24%	99	31	22%	\$784
<b>EDD 18</b>	<b>303</b>	<b>67</b>	<b>22%</b>	<b>203</b>	<b>81</b>	<b>27%</b>	<b>\$776</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 3 A - SFY 96, SFY 97 AND SFY 98  
Statewide**

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
	NUMBER VIEW PARTICIPANTS	NUMBER VIEW CWEP PARTICIPANTS	PERCENT OF VIEW PARTICIPANTS IN CWEP	NUMBER VIEW EMPLOYED	NUMBER OF VIEW EMPLOYED WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	PERCENT EMPLOYED WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	AVERAGE MONTHLY WAGES FOR LEFT WITH EMPLOYMENT
<b>Statewide</b>	<b>34,534</b>	<b>4,522</b>	<b>13%</b>	<b>22,080</b>	<b>10,037</b>	<b>29%</b>	<b>\$887</b>
027 BUCHANAN	261	86	33%	89	20	8%	\$846
051 DICKENSON	137	34	25%	73	21	15%	\$897
105 LEE	281	9	3%	72	14	5%	\$923
167 RUSSELL	222	36	16%	130	35	16%	\$880
169 SCOTT	111	11	10%	45	18	16%	\$881
185 TAZEWELL	349	98	28%	180	42	12%	\$720
195 WISE	516	122	24%	229	57	11%	\$731
720 NORTON	68	17	25%	37	13	19%	\$535
EDD 1	1,945	413	21%	855	220	11%	\$802
021 BLAND	44	3	7%	30	19	43%	\$740
035 CARROLL	258	7	3%	186	110	43%	\$798
077 GRAYSON	133	24	18%	89	60	45%	\$834
173 SMYTH	346	46	13%	231	133	38%	\$786
191 WASHINGTON	252	29	12%	176	113	45%	\$814
197 WYTHE	313	17	5%	192	132	42%	\$772
520 BRISTOL	325	59	18%	259	141	43%	\$819
640 GALAX	126	7	6%	87	48	38%	\$813
EDD2	1,797	192	11%	1,260	756	42%	\$797
005 ALLEGHANY/COV.	22	2	9%	8	1	5%	\$886
023 BOTETOURT	23	0	0%	13	7	30%	\$884
045 CRAIG	8	0	0%	5	4	50%	\$785
063 FLOYD	45	3	7%	33	13	29%	\$750
067 FRANKLIN CO.	97	3	3%	57	20	21%	\$885
071 GILES	31	4	13%	17	8	26%	\$1,039
121 MONTGOMERY	264	16	6%	204	71	27%	\$840
155 PULASKI	148	4	3%	96	35	24%	\$894
161 ROANOKE CO.	84	0	0%	69	25	30%	\$913
560 CLIFTON FORGE	33	3	9%	15	5	15%	\$836
750 RADFORD	47	6	13%	33	13	28%	\$853
770 ROANOKE	492	51	10%	285	115	23%	\$875
EDD 3	1,294	92	7%	835	317	24%	\$870
015 AUGUSTA	90	3	3%	52	29	32%	\$939
017 BATH	6	2	33%	3	0	0%	\$650
091 HIGHLAND	2	0	0%	1	1	50%	\$650
163 ROCKBRIDGE/B.V./LEX	84	3	4%	68	32	38%	\$891
165 ROCKINGHAM	106	2	2%	75	35	33%	\$968
660 HARRISONBURG	165	4	2%	111	51	31%	\$859
790 STAUNTON	110	11	10%	82	37	34%	\$865
820 WAYNESBORO	113	19	17%	79	50	44%	\$836
EDD 4	676	44	7%	471	235	35%	\$858
043 CLARKE	28	1	4%	17	11	39%	\$955
069 FREDERICK CO.	87	3	3%	52	31	36%	\$894
139 PAGE	94	6	6%	65	36	38%	\$893
171 SHENANDOAH	95	5	5%	63	39	41%	\$837
187 WARREN	157	20	13%	96	44	28%	\$840
840 WINCHESTER	144	12	8%	99	63	44%	\$821
EDD 5	605	47	8%	392	224	37%	\$873

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 3 A - SFY 96, SFY 97 AND SFY 98  
Statewide**

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
	NUMBER VIEW PARTICIPANTS	NUMBER VIEW CWEP PARTICIPANTS	PERCENT OF VIEW PARTICIPANTS IN CWEP	NUMBER VIEW EMPLOYED	NUMBER OF VIEW EMPLOYED WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	PERCENT EMPLOYED WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	AVERAGE MONTHLY WAGES FOR LEFT WITH EMPLOYMENT
<b>Statewide</b>	<b>34,534</b>	<b>4,522</b>	<b>13%</b>	<b>22,080</b>	<b>10,037</b>	<b>29%</b>	<b>\$887</b>
013 ARLINGTON	858	143	17%	662	418	49%	\$1,018
059 FAIRFAX CO./CITY/F.C	2,630	147	6%	1,870	1230	47%	\$998
107 LOUDOUN	284	16	6%	251	174	61%	\$895
153 PRINCE WILLIAM	1,465	182	12%	1,051	630	43%	\$1,019
510 ALEXANDRIA	990	271	27%	671	368	37%	\$994
683 MANASSAS	214	19	9%	144	94	44%	\$939
685 MANASSAS PARK	93	19	20%	74	55	59%	\$940
<b>EDD 6</b>	<b>6,534</b>	<b>797</b>	<b>12%</b>	<b>4,723</b>	<b>2969</b>	<b>45%</b>	<b>\$972</b>
047 CULPEPER	228	33	14%	163	105	46%	\$904
061 FAUQUIER	229	8	3%	156	113	49%	\$675
113 MADISON	53	18	34%	38	22	42%	\$980
137 ORANGE	148	29	20%	103	68	46%	\$904
157 RAPPAHANNOCK	27	2	7%	18	16	59%	\$916
<b>EDD 7</b>	<b>685</b>	<b>90</b>	<b>13%</b>	<b>478</b>	<b>324</b>	<b>47%</b>	<b>\$876</b>
003 ALBEMARLE	110	4	4%	84	42	38%	\$1,004
065 FLUVANNA	14	0	0%	13	10	71%	\$1,057
079 GREENE	32	3	9%	24	11	34%	\$779
109 LOUISA	61	6	10%	44	19	31%	\$797
125 NELSON	22	0	0%	13	7	32%	\$837
540 CHARLOTTESVILLE	446	40	9%	361	107	24%	\$879
<b>EDD 8</b>	<b>685</b>	<b>53</b>	<b>8%</b>	<b>539</b>	<b>196</b>	<b>29%</b>	<b>\$892</b>
009 AMHERST	147	8	5%	97	55	37%	\$822
011 APPOMATTOX	172	52	30%	113	68	40%	\$728
019 BEDFORD CO./CITY	393	12	3%	273	170	43%	\$761
031 CAMPBELL	384	41	11%	250	137	36%	\$733
680 LYNCHBURG	755	115	15%	551	302	40%	\$746
<b>EDD 9</b>	<b>1,851</b>	<b>228</b>	<b>12%</b>	<b>1,284</b>	<b>732</b>	<b>40%</b>	<b>\$758</b>
083 HALIFAX	327	77	24%	182	94	29%	\$821
089 HENRY	285	23	8%	192	108	38%	\$838
141 PATRICK	171	7	4%	99	47	27%	\$925
143 PITTSYLVANIA	277	44	16%	166	91	33%	\$800
590 DANVILLE	837	270	32%	596	243	29%	\$838
690 MARTINSVILLE	186	22	12%	154	76	41%	\$877
<b>EDD 10</b>	<b>2,083</b>	<b>443</b>	<b>21%</b>	<b>1,389</b>	<b>659</b>	<b>32%</b>	<b>\$850</b>
007 AMELIA	34	3	9%	17	5	15%	\$487
025 BRUNSWICK	116	25	22%	46	23	20%	\$1,012
029 BUCKINGHAM	40	2	5%	15	9	23%	\$715
037 CHARLOTTE	37	4	11%	15	8	22%	\$828
049 CUMBERLAND	39	7	18%	11	2	5%	\$575
081 GREENSVILLE/EMPORI	87	5	6%	48	22	25%	\$900
111 LUNENBURG	50	2	4%	16	6	12%	\$1,034
117 MECKLENBURG	34	2	6%	19	5	15%	\$688
135 NOTTOWAY	88	7	8%	46	7	8%	\$711
147 PRINCE EDWARD	87	18	21%	51	15	17%	\$849
<b>EDD 11</b>	<b>612</b>	<b>75</b>	<b>12%</b>	<b>284</b>	<b>102</b>	<b>17%</b>	<b>\$780</b>
041 CHESTERFIELD/C.H.	656	151	23%	453	200	30%	\$913
075 GOOCHLAND	42	1	2%	33	14	33%	\$783
085 HANOVER	52	1	2%	43	22	42%	\$924
087 HENRICO	958	134	14%	675	313	33%	\$941
145 POWHATAN	46	1	2%	33	18	39%	\$1,173
760 RICHMOND	2,991	366	12%	1,871	714	24%	\$911
<b>EDD 12</b>	<b>4,745</b>	<b>654</b>	<b>14%</b>	<b>3,108</b>	<b>1281</b>	<b>27%</b>	<b>\$941</b>

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 3 A - SFY 96, SFY 97 AND SFY 98  
Statewide**

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
	NUMBER VIEW PARTICIPANTS	NUMBER VIEW CWEP PARTICIPANTS	PERCENT OF VIEW PARTICIPANTS IN CWEP	NUMBER VIEW EMPLOYED	NUMBER OF VIEW EMPLOYED WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	PERCENT EMPLOYED WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	AVERAGE MONTHLY WAGES FOR LEFT WITH EMPLOYMENT
<b>Statewide</b>	<b>34,534</b>	<b>4,522</b>	<b>13%</b>	<b>22,080</b>	<b>10,037</b>	<b>29%</b>	<b>\$887</b>
033 CAROLINE	96	5	5%	53	17	18%	\$999
099 KING GEORGE	50	4	8%	36	18	36%	\$981
177 SPOTSYLVANIA	143	8	6%	99	41	29%	\$1,022
179 STAFFORD	107	0	0%	69	46	43%	\$1,018
630 FREDERICKSBURG EDD 13	135 531	2 19	1% 4%	106 363	51 173	38% 33%	\$948 \$994
057 ESSEX	34	0	0%	21	13	38%	\$930
097 KING & QUEEN	26	2	8%	9	5	19%	\$911
101 KING WILLIAM	32	4	13%	15	4	13%	\$720
103 LANCASTER	45	7	16%	28	10	22%	\$736
115 MATHEWS	24	3	13%	12	6	25%	\$712
119 MIDDLESEX	53	12	23%	37	17	32%	\$787
133 NORTHUMBERLAND	30	6	20%	16	10	33%	\$856
159 RICHMOND CO.	29	1	3%	19	9	31%	\$910
193 WESTMORELAND EDD 14	61 334	4 39	7% 12%	45 202	20 94	33% 28%	\$1,017 \$842
036 CHARLES CITY	16	1	6%	8	0	0%	\$0
073 GLOUCESTER	107	13	12%	78	19	18%	\$1,017
095 JAMES CITY	74	5	7%	55	28	38%	\$796
127 NEW KENT	14	1	7%	10	2	14%	\$1,044
199 YORK/POQUOSON	67	13	19%	50	22	33%	\$796
650 HAMPTON	1,021	119	12%	582	205	20%	\$851
700 NEWPORT NEWS	1,302	159	12%	851	158	12%	\$860
830 WILLIAMSBURG EDD 15	16 2,617	1 312	6% 12%	15 1,649	6 440	38% 17%	\$1,045 \$801
053 DINWIDDIE	135	15	11%	93	52	39%	\$822
149 PRINCE GEORGE	78	6	8%	50	25	32%	\$1,045
181 SURRY	41	0	0%	33	13	32%	\$952
183 SUSSEX	109	1	1%	69	33	30%	\$917
670 HOPEWELL	327	40	12%	197	96	29%	\$772
730 PETERSBURG EDD 16	640 1,330	107 169	17% 13%	391 833	157 376	25% 28%	\$824 \$889
093 ISLE OF WIGHT	117	4	3%	82	30	26%	\$936
175 SOUTHAMPTON	85	13	15%	34	8	9%	\$576
550 CHESAPEAKE	745	9	1%	379	97	13%	\$740
620 FRANKLIN	100	35	35%	51	15	15%	\$881
710 NORFOLK	2,108	335	16%	1,086	278	13%	\$695
740 PORTSMOUTH	1,402	215	15%	781	156	11%	\$791
800 SUFFOLK	439	48	11%	268	73	17%	\$834
810 VIRGINIA BEACH EDD 17	735 5,731	42 701	6% 12%	469 3,150	144 801	20% 14%	\$887 \$793
001 ACCOMACK	283	70	25%	149	88	31%	\$742
131 NORTHAMPTON EDD 18	196 479	84 154	43% 32%	126 275	50 138	26% 29%	\$831 \$786

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 4 - SFY 98  
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	Column A	Column B	Column C
		<u>NUMBER VIEW EMPLOYED</u>	<u>NUMBER RECEIVED DAY CARE SERVICES</u>	<u>PERCENT VIEW EMPLOYED RECEIVING DAY CARE</u>
	<b>Statewide</b>	<b>17,325</b>	<b>7,388</b>	<b>43%</b>
027	BUCHANAN	89	27	30%
051	DICKENSON	73	19	26%
105	LEE	72	13	18%
167	RUSSELL	129	29	22%
169	SCOTT	44	12	27%
185	TAZEWELL	179	51	28%
195	WISE	229	48	21%
720	NORTON	37	16	43%
	<b>EDD 1</b>	<b>852</b>	<b>215</b>	<b>25%</b>
021	BLAND	13	5	38%
035	CARROLL	92	39	42%
077	GRAYSON	39	16	41%
173	SMYTH	126	50	40%
191	WASHINGTON	84	23	27%
197	WYTHE	107	41	38%
520	BRISTOL	130	68	52%
640	GALAX	44	22	50%
	<b>EDD2</b>	<b>635</b>	<b>264</b>	<b>42%</b>
005	ALLEGHANY/COV.	8	6	75%
023	BOTETOURT	13	5	38%
045	CRAIG	2	0	0%
063	FLOYD	33	11	33%
067	FRANKLIN CO.	56	23	41%
071	GILES	17	5	29%
121	MONTGOMERY	203	114	56%
155	PULASKI	94	39	41%
161	ROANOKE CO.	66	40	61%
560	CLIFTON FORGE	14	5	36%
750	RADFORD	32	27	84%
770	ROANOKE	279	139	50%
	<b>EDD 3</b>	<b>817</b>	<b>414</b>	<b>51%</b>
015	AUGUSTA	51	19	37%
017	BATH	3	0	0%
091	HIGHLAND	1	0	0%
163	ROCKBRIDGE/B.V./LEX	67	21	31%
165	ROCKINGHAM	75	20	27%
660	HARRISONBURG	109	39	36%
790	STAUNTON	82	25	30%
820	WAYNESBORO	78	37	47%
	<b>EDD 4</b>	<b>466</b>	<b>161</b>	<b>35%</b>

# VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 4 - SFY 98  
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	Column A	Column B	Column C
		<u>NUMBER VIEW EMPLOYED</u>	<u>NUMBER RECEIVED DAY CARE SERVICES</u>	<u>PERCENT VIEW EMPLOYED RECEIVING DAY CARE</u>
	<b>Statewide</b>	<b>17,325</b>	<b>7,388</b>	<b>43%</b>
043	CLARKE	12	5	42%
069	FREDERICK CO.	34	12	35%
139	PAGE	50	22	44%
171	SHENANDOAH	37	10	27%
187	WARREN	70	27	39%
840	WINCHESTER	70	25	36%
	<b>EDD 5</b>	<b>273</b>	<b>101</b>	<b>37%</b>
013	ARLINGTON	355	130	37%
059	FAIRFAX CO./CITY/F.C	957	514	54%
107	LOUDOUN	145	96	66%
153	PRINCE WILLIAM	694	414	60%
510	ALEXANDRIA	398	231	58%
683	MANASSAS	90	47	52%
685	MANASSAS PARK	24	17	71%
	<b>EDD 6</b>	<b>2,663</b>	<b>1,449</b>	<b>54%</b>
047	CULPEPER	47	35	74%
061	FAUQUIER	40	23	58%
113	MADISON	14	7	50%
137	ORANGE	50	14	28%
157	RAPPAHANNOCK	8	2	25%
	<b>EDD 7</b>	<b>159</b>	<b>81</b>	<b>51%</b>
003	ALBEMARLE	83	37	45%
065	FLUVANNA	12	5	42%
079	GREENE	22	3	14%
109	LOUISA	44	8	18%
125	NELSON	13	9	69%
540	CHARLOTTESVILLE	360	217	60%
	<b>EDD 8</b>	<b>534</b>	<b>279</b>	<b>52%</b>
009	AMHERST	33	14	42%
011	APPOMATTOX	62	15	24%
019	BEDFORD CO./CITY	137	58	42%
031	CAMPBELL	130	42	32%
680	LYNCHBURG	376	172	46%
	<b>EDD 9</b>	<b>738</b>	<b>301</b>	<b>41%</b>

# VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 4 - SFY 98  
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	Column A	Column B	Column C
		<u>NUMBER VIEW EMPLOYED</u>	<u>NUMBER RECEIVED DAY CARE SERVICES</u>	<u>PERCENT VIEW EMPLOYED RECEIVING DAY CARE</u>
	<b>Statewide</b>	<b>17,325</b>	<b>7,388</b>	<b>43%</b>
083	HALIFAX	107	26	24%
089	HENRY	100	31	31%
141	PATRICK	62	28	45%
143	PITTSYLVANIA	84	41	49%
590	DANVILLE	414	173	42%
690	MARTINSVILLE	94	29	31%
	<b>EDD 10</b>	<b>861</b>	<b>328</b>	<b>38%</b>
007	AMELIA	16	3	19%
025	BRUNSWICK	44	20	45%
029	BUCKINGHAM	15	6	40%
037	CHARLOTTE	14	4	29%
049	CUMBERLAND	11	2	18%
081	GREENSVILLE/EMPORIA	48	8	17%
111	LUNENBURG	16	2	13%
117	MECKLENBURG	19	4	21%
135	NOTTOWAY	44	5	11%
147	PRINCE EDWARD	49	16	33%
	<b>EDD 11</b>	<b>276</b>	<b>70</b>	<b>25%</b>
041	CHESTERFIELD/C.H.	428	152	36%
075	GOOCHLAND	30	13	43%
085	HANOVER	36	18	50%
087	HENRICO	649	393	61%
145	POWHATAN	27	8	30%
760	RICHMOND	1,656	734	44%
	<b>EDD 12</b>	<b>2,826</b>	<b>1318</b>	<b>47%</b>
033	CAROLINE	53	26	49%
099	KING GEORGE	36	18	50%
177	SPOTSYLVANIA	98	51	52%
179	STAFFORD	63	27	43%
630	FREDERICKSBURG	106	53	50%
	<b>EDD 13</b>	<b>356</b>	<b>175</b>	<b>49%</b>
057	ESSEX	20	7	35%
097	KING & QUEEN	9	5	56%
101	KING WILLIAM	14	4	29%
103	LANCASTER	27	8	30%
115	MATHEWS	12	8	67%
119	MIDDLESEX	36	6	17%
133	NORTHUMBERLAND	15	4	27%
159	RICHMOND CO.	19	3	16%
193	WESTMORELAND	45	18	40%
	<b>EDD 14</b>	<b>197</b>	<b>63</b>	<b>32%</b>

# VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 4 - SFY 98  
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u>  <u>NUMBER VIEW EMPLOYED</u>	<u>Column B</u>  <u>NUMBER RECEIVED DAY CARE SERVICES</u>	<u>Column C</u>  <u>PERCENT VIEW EMPLOYED RECEIVING DAY CARE</u>
	<b>Statewide</b>	<b>17,325</b>	<b>7,388</b>	<b>43%</b>
036	CHARLES CITY	8	1	13%
073	GLOUCESTER	78	41	53%
095	JAMES CITY	54	26	48%
127	NEW KENT	10	4	40%
199	YORK/POQUOSON	50	30	60%
650	HAMPTON	576	232	40%
700	NEWPORT NEWS	848	309	36%
830	WILLIAMSBURG	15	6	40%
	<b>EDD 15</b>	<b>1,639</b>	<b>649</b>	<b>40%</b>
053	DINWIDDIE	73	27	37%
149	PRINCE GEORGE	41	21	51%
181	SURRY	28	11	39%
183	SUSSEX	51	17	33%
670	HOPEWELL	171	63	37%
730	PETERSBURG	329	126	38%
	<b>EDD 16</b>	<b>693</b>	<b>265</b>	<b>38%</b>
093	ISLE OF WIGHT	81	16	20%
175	SOUTHAMPTON	34	16	47%
550	CHESAPEAKE	377	163	43%
620	FRANKLIN	51	17	33%
710	NORFOLK	1,081	400	37%
740	PORTSMOUTH	779	251	32%
800	SUFFOLK	266	61	23%
810	VIRGINIA BEACH	468	250	53%
	<b>EDD 17</b>	<b>3,137</b>	<b>1174</b>	<b>37%</b>
001	ACCOMACK	104	36	35%
131	NORTHAMPTON	99	45	45%
	<b>EDD 18</b>	<b>203</b>	<b>81</b>	<b>40%</b>



# VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 4 A - SFY 96, SFY 97, AND SFY 98  
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u>  <u>NUMBER VIEW EMPLOYED</u>	<u>Column B</u>  <u>NUMBER RECEIVED DAY CARE SERVICES</u>	<u>Column C</u>  <u>PERCENT VIEW EMPLOYE RECEIVING DAY CARE</u>
	<b>Statewide</b>	<b>22,080</b>	<b>10,676</b>	<b>48%</b>
027	BUCHANAN	89	28	31%
051	DICKENSON	73	21	29%
105	LEE	72	19	26%
167	RUSSELL	130	35	27%
169	SCOTT	45	17	38%
185	TAZEWELL	180	56	31%
195	WISE	229	57	25%
720	NORTON	37	20	54%
	<b>EDD 1</b>	<b>855</b>	<b>253</b>	<b>30%</b>
021	BLAND	30	12	40%
035	CARROLL	186	99	53%
077	GRAYSON	89	39	44%
173	SMYTH	231	96	42%
191	WASHINGTON	176	65	37%
197	WYTHE	192	90	47%
520	BRISTOL	259	148	57%
640	GALAX	87	44	51%
	<b>EDD2</b>	<b>1,250</b>	<b>593</b>	<b>47%</b>
005	ALLEGHANY/COV.	8	6	75%
023	BOTETOURT	13	5	38%
045	CRAIG	5	2	40%
063	FLOYD	33	11	33%
067	FRANKLIN CO.	57	27	47%
071	GILES	17	6	35%
121	MONTGOMERY	204	133	65%
155	PULASKI	96	43	45%
161	ROANOKE CO.	69	44	64%
560	CLIFTON FORGE	15	7	47%
750	RADFORD	33	26	79%
770	ROANOKE	285	162	57%
	<b>EDD 3</b>	<b>835</b>	<b>472</b>	<b>57%</b>
015	AUGUSTA	52	21	40%
017	BATH	3	0	0%
091	HIGHLAND	1	0	0%
163	ROCKBRIDGE/B.V./LEX	68	23	34%
165	ROCKINGHAM	75	23	31%
660	HARRISONBURG	111	48	43%
790	STAUNTON	82	31	38%
820	WAYNESBORO	79	48	61%
	<b>EDD 4</b>	<b>471</b>	<b>194</b>	<b>41%</b>

# VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 4 A - SFY 96, SFY 97, AND SFY 98  
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	Column A	Column B	Column C
		<u>NUMBER VIEW EMPLOYED</u>	<u>NUMBER RECEIVED DAY CARE SERVICES</u>	<u>PERCENT VIEW EMPLOYE RECEIVING DAY CARE</u>
043	CLARKE	17	7	41%
069	FREDERICK CO.	52	25	48%
139	PAGE	65	29	45%
171	SHENANDOAH	63	16	25%
187	WARREN	96	43	45%
840	WINCHESTER	99	41	41%
	<b>EDD 5</b>	<b>392</b>	<b>161</b>	<b>41%</b>
013	ARLINGTON	662	258	39%
059	FAIRFAX CO./CITY/F.C	1,870	1056	56%
107	LOUDOUN	251	169	67%
153	PRINCE WILLIAM	1,051	648	62%
510	ALEXANDRIA	671	<b>419</b>	62%
683	MANASSAS	144	84	58%
685	MANASSAS PARK	74	50	68%
	<b>EDD 6</b>	<b>4,723</b>	<b>2684</b>	<b>57%</b>
047	CULPEPER	163	103	63%
061	FAUQUIER	156	72	46%
113	MADISON	38	25	66%
137	ORANGE	103	35	34%
157	RAPPAHANNOCK	18	10	56%
	<b>EDD 7</b>	<b>478</b>	<b>245</b>	<b>51%</b>
003	ALBEMARLE	84	51	61%
065	FLUVANNA	13	11	85%
079	GREENE	24	5	21%
109	LOUISA	44	11	25%
125	NELSON	13	9	69%
540	CHARLOTTESVILLE	361	235	65%
	<b>EDD 8</b>	<b>539</b>	<b>322</b>	<b>60%</b>
009	AMHERST	97	41	42%
011	APPOMATTOX	113	29	26%
019	BEDFORD CO./CITY	273	116	42%
031	CAMPBELL	250	75	30%
680	LYNCHBURG	551	279	51%
	<b>EDD 9</b>	<b>1,284</b>	<b>540</b>	<b>42%</b>

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 4 A - SFY 96, SFY 97, AND SFY 98  
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	Column A	Column B	Column C
		<u>NUMBER VIEW EMPLOYED</u>	<u>NUMBER RECEIVED DAY CARE SERVICES</u>	<u>PERCENT VIEW EMPLOYE RECEIVING DAY CARE</u>
083	HALIFAX	182	54	30%
089	HENRY	192	62	32%
141	PATRICK	99	44	44%
143	PITTSYLVANIA	166	84	51%
590	DANVILLE	596	283	47%
690	MARTINSVILLE	154	70	45%
	<b>EDD 10</b>	<b>1,389</b>	<b>597</b>	<b>43%</b>
007	AMELIA	17	5	29%
025	BRUNSWICK	46	25	54%
029	BUCKINGHAM	15	9	60%
037	CHARLOTTE	15	5	33%
049	CUMBERLAND	11	4	36%
081	GREENSVILLE/EMPORIA	48	12	25%
111	LUNENBURG	16	3	19%
117	MECKLENBURG	19	4	21%
135	NOTTOWAY	46	8	17%
147	PRINCE EDWARD	51	18	35%
	<b>EDD 11</b>	<b>284</b>	<b>93</b>	<b>33%</b>
041	CHESTERFIELD/C.H.	453	206	45%
075	GOOCHLAND	33	14	42%
085	HANOVER	43	18	42%
087	HENRICO	675	422	63%
145	POWHATAN	33	10	30%
760	RICHMOND	1,871	926	49%
	<b>EDD 12</b>	<b>3,108</b>	<b>1596</b>	<b>51%</b>
033	CAROLINE	53	27	51%
099	KING GEORGE	36	19	53%
177	SPOTSYLVANIA	99	56	57%
179	STAFFORD	69	38	55%
630	FREDERICKSBURG	106	59	56%
	<b>EDD 13</b>	<b>363</b>	<b>199</b>	<b>55%</b>
057	ESSEX	21	12	57%
097	KING & QUEEN	9	7	78%
101	KING WILLIAM	15	7	47%
103	LANCASTER	28	10	36%
115	MATHEWS	12	8	67%
119	MIDDLESEX	37	7	19%
133	NORTHUMBERLAND	16	5	31%
159	RICHMOND CO.	19	5	26%
193	WESTMORELAND	45	20	44%
	<b>EDD 14</b>	<b>202</b>	<b>81</b>	<b>40%</b>

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 4 A - SFY 96, SFY 97, AND SFY 98  
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	Column A	Column B	Column C
		NUMBER VIEW EMPLOYED	NUMBER RECEIVED DAY CARE SERVICES	PERCENT VIEW EMPLOYE RECEIVING DAY CARE
036	CHARLES CITY	8	1	13%
073	GLOUCESTER	78	45	58%
095	JAMES CITY	55	29	53%
127	NEW KENT	10	4	40%
199	YORK/POQUOSON	50	32	64%
650	HAMPTON	582	274	47%
700	NEWPORT NEWS	851	375	44%
830	WILLIAMSBURG	15	6	40%
	<b>EDD 15</b>	<b>1,649</b>	<b>766</b>	<b>46%</b>
053	DINWIDDIE	93	38	41%
149	PRINCE GEORGE	50	22	44%
181	SURRY	33	15	45%
183	SUSSEX	69	28	41%
670	HOPEWELL	197	74	38%
730	PETERSBURG	391	174	45%
	<b>EDD 16</b>	<b>833</b>	<b>351</b>	<b>42%</b>
093	ISLE OF WIGHT	82	25	30%
175	SOUTHAMPTON	34	17	50%
550	CHESAPEAKE	379	185	49%
620	FRANKLIN	51	26	51%
710	NORFOLK	1,086	494	45%
740	PORTSMOUTH	781	311	40%
800	SUFFOLK	268	81	30%
810	VIRGINIA BEACH	469	274	58%
	<b>EDD 17</b>	<b>3,150</b>	<b>1413</b>	<b>45%</b>
001	ACCOMACK	149	58	39%
131	NORTHAMPTON	126	58	46%
	<b>EDD 18</b>	<b>275</b>	<b>116</b>	<b>42%</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 5 A - SFY 96, SFY 97 and SFY 98  
Statewide**

<u>FIPS LOCALITY</u>	<u>Column A</u>	<u>Column B</u>	<u>Column C</u>	<u>Column D</u>	<u>Column E</u>	<u>Column F</u>	<u>Column G</u>
	<b>Number VIEW Participants Left With Employment 1st 30 months</b>	<b>Number in Column A Who Retained Employment 6+ MONTHS</b>	<b>Percent Who Retained Employment 6+ months</b>	<b>Number Who Left With Employment 1st 24 months</b>	<b>Number in Column D Who Stayed Off TANF for 12 months</b>	<b>Percent Who Stayed Off TANF for 12 months</b>	<b>VIEW Children Receiving Transitional Day Care</b>
<b>Statewide</b>	<b>7,103</b>	<b>4,240</b>	<b>60%</b>	<b>2,307</b>	<b>2,211</b>	<b>96%</b>	<b>3,414</b>
027 BUCHANAN	4	2	50%	0	0	N/A	0
051 DICKENSON	4	4	100%	0	0	N/A	0
105 LEE	4	3	75%	0	0	N/A	12
167 RUSSELL	16	11	69%	0	0	N/A	1
169 SCOTT	6	0	0%	0	0	N/A	0
185 TAZEVELL	12	4	33%	0	0	N/A	0
195 WISE	14	8	57%	0	0	N/A	3
720 NORTON	4	1	25%	0	0	N/A	0
<b>EDD 1</b>	<b>64</b>	<b>33</b>	<b>52%</b>	<b>0</b>	<b>0</b>	<b>N/A</b>	<b>16</b>
021 BLAND	17	6	35%	11	10	91%	5
035 CARROLL	95	33	35%	47	46	98%	49
077 GRAYSON	54	30	56%	29	27	93%	21
173 SMYTH	118	67	57%	62	62	100%	69
191 WASHINGTON	101	46	46%	46	44	96%	39
197 WYTHE	114	57	50%	52	50	96%	45
520 BRISTOL	117	63	54%	47	47	100%	56
640 GALAX	41	21	51%	25	23	92%	16
<b>EDD 2</b>	<b>657</b>	<b>323</b>	<b>49%</b>	<b>319</b>	<b>309</b>	<b>97%</b>	<b>300</b>
005 ALLEGHANY/COV	1	0	0%	0	0	N/A	6
023 BOTETOURT	2	0	0%	0	0	N/A	2
045 CRAIG	3	1	33%	1	1	100%	0
063 FLOYD	3	1	33%	0	0	N/A	3
067 FRANKLIN CO.	3	2	67%	0	0	N/A	0
071 GILES	0	0	0%	0	0	N/A	0
121 MONTGOMERY	29	14	48%	0	0	N/A	0
155 PULASKI	5	3	60%	1	1	100%	2
161 ROANOKE CO.	9	4	44%	1	1	100%	4
560 CLIFTON FORGE	3	1	33%	0	0	N/A	0
750 RADFORD	4	3	75%	0	0	N/A	8
770 ROANOKE	25	10	40%	2	2	100%	6
<b>EDD 3</b>	<b>87</b>	<b>39</b>	<b>45%</b>	<b>5</b>	<b>5</b>	<b>100%</b>	<b>31</b>
015 AUGUSTA	17	6	35%	1	1	100%	5
017 BATH	0	0	N/A	0	0	N/A	0
091 HIGHLAND	1	0	0%	0	0	N/A	0
163 ROCKBRIDGE/B.V./L	11	5	45%	1	1	100%	5
165 ROCKINGHAM	17	10	59%	0	0	N/A	9
660 HARRISONBURG	18	7	39%	2	2	100%	15
790 STAUNTON	17	7	41%	0	0	N/A	7
820 WAYNESBORO	27	16	59%	0	0	N/A	26
<b>EDD 4</b>	<b>108</b>	<b>51</b>	<b>47%</b>	<b>4</b>	<b>4</b>	<b>100%</b>	<b>67</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 5 A - SFY 96, SFY 97 and SFY 98  
Statewide**

FIPS LOCALITY	Column A Number VIEW Participants Left With Employment 1st 30 months	Column B Number in Who Retained Employment 6+ MONTHS	Column C Percent Who Retained Employment 6+ months	Column D Number Who Left With Employment 1st 24 months	Column E Number in Who Stayed Off TANF for 12 months	Column F Percent Who Stayed Off TANF for 12 months	Column G VIEW Children Receiving Transitional Day Care
<b>Statewide</b>	<b>7,103</b>	<b>4,240</b>	<b>60%</b>	<b>2,307</b>	<b>2,211</b>	<b>96%</b>	<b>3,414</b>
043 CLARKE	9	3	33%	2	2	100%	9
069 FREDERICK CO.	27	15	56%	10	10	100%	19
139 PAGE	28	13	46%	6	6	100%	127
171 SHENANDOAH	35	27	77%	15	14	93%	15
187 WARREN	31	20	65%	6	6	100%	16
840 WINCHESTER EDD 5	47 177	26 104	55% 59%	11 50	11 49	100% 98%	7 193
013 ARLINGTON	366	287	78%	152	144	95%	113
059 FAIRFAX CO./CITY/F	1108	622	56%	558	548	98%	678
107 LOUDOUN	157	126	80%	64	62	97%	150
153 PRINCE WILLIAM	505	303	60%	176	173	98%	498
510 ALEXANDRIA	316	229	72%	122	110	90%	211
683 MANASSAS	82	50	61%	38	36	95%	52
685 MANASSAS PARK EDD 6	54 2588	37 1,654	69% 64%	27 1137	27 1100	100% 97%	27 1729
047 CULPEPER	97	64	66%	54	54	100%	75
061 FAUQUIER	107	72	67%	57	57	100%	0
113 MADISON	21	15	71%	10	10	100%	13
137 ORANGE	60	34	57%	28	28	100%	1
157 RAPPAHANNOCK EDD 7	12 297	6 191	50% 64%	8 157	8 157	100% 100%	3 92
003 ALBEMARLE	30	20	67%	0	0	N/A	17
065 FLUVANNA	7	4	57%	1	1	100%	0
079 GREENE	6	4	67%	0	0	N/A	0
109 LOUISA	14	8	57%	0	0	N/A	5
125 NELSON	4	2	50%	0	0	N/A	8
540 CHARLOTTESVILLE EDD 8	50 111	33 71	66% 64%	1 2	1 2	100% 100%	47 77
009 AMHERST	53	36	68%	24	24	100%	21
011 APPOMATTOX	50	21	42%	13	13	100%	13
019 BEDFORD CO./CITY	161	86	53%	81	79	98%	57
031 CAMPBELL	119	69	58%	45	44	98%	0
680 LYNCHBURG EDD 9	255 638	175 387	69% 61%	93 256	89 249	96% 97%	90 181
083 HALIFAX	75	43	57%	32	29	91%	25
089 HENRY	92	31	34%	42	41	98%	15
141 PATRICK	38	30	79%	16	15	94%	15
143 PITTSYLVANIA	83	34	41%	42	41	98%	33
590 DANVILLE	182	109	60%	59	53	90%	109
690 MARTINSVILLE EDD 10	66 536	24 271	36% 51%	32 223	29 208	91% 93%	7 204

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 5 A - SFY 96, SFY 97 and SFY 98  
Statewide**

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
	Number VIEW Participants Left With Employment 1st 30 months	Number in Column A Who Retained Employment 6+ MONTHS	Percent Who Retained Employment 6+ months	Number Who Left With Employment 1st 24 months	Number in Column D Who Stayed Off TANF for 12 months	Percent Who Stayed Off TANF for 12 months	VIEW Children Receiving Transitional Day Care
<b>Statewide</b>	<b>7,103</b>	<b>4,240</b>	<b>60%</b>	<b>2,307</b>	<b>2,211</b>	<b>96%</b>	<b>3,414</b>
007 AMELIA	2	1	50%	0	0	N/A	0
025 BRUNSWICK	3	2	67%	0	0	N/A	1
029 BUCKINGHAM	2	1	50%	0	0	N/A	5
037 CHARLOTTE	1	0	0%	0	0	N/A	3
049 CUMBERLAND	2	1	50%	0	0	N/A	2
081 GREENSVILLE/EMP	4	3	75%	0	0	N/A	11
111 LUNENBURG	0	0	N/A	0	0	N/A	0
117 MECKLENBURG	2	2	100%	0	0	N/A	0
135 NOTTOWAY	1	0	0%	1	1	100%	0
147 PRINCE EDWARD	3	3	100%	0	0	N/A	3
<b>EDD 11</b>	<b>20</b>	<b>13</b>	<b>65%</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>25</b>
041 CHESTERFIELD/C.H.	146	101	69%	7	6	86%	68
075 GOOCHLAND	12	10	83%	3	2	67%	10
085 HANOVER	19	13	68%	1	1	100%	7
087 HENRICO	194	144	74%	15	11	73%	120
145 POWHATAN	10	4	40%	1	1	100%	2
760 RICHMOND	503	312	62%	28	18	64%	0
<b>EDD 12</b>	<b>884</b>	<b>584</b>	<b>66%</b>	<b>55</b>	<b>39</b>	<b>71%</b>	<b>207</b>
033 CAROLINE	11	4	36%	0	0	N/A	11
099 KING GEORGE	7	3	43%	0	0	N/A	4
177 SPOTSYLVANIA	19	10	53%	0	0	N/A	28
179 STAFFORD	30	11	37%	5	5	100%	24
630 FREDERICKSBURG	35	27	77%	0	0	N/A	11
<b>EDD 13</b>	<b>102</b>	<b>55</b>	<b>54%</b>	<b>5</b>	<b>5</b>	<b>100%</b>	<b>78</b>
057 ESSEX	8	4	50%	1	1	100%	9
097 KING & QUEEN	2	1	50%	0	0	N/A	0
101 KING WILLIAM	2	0	0%	0	0	N/A	0
103 LANCASTER	4	2	50%	1	1	100%	5
115 MATHEWS	3	2	67%	0	0	N/A	2
119 MIDDLESEX	9	4	44%	1	1	N/A	2
133 NORTHUMBERLAND	5	4	80%	0	0	N/A	0
159 RICHMOND CO	2	0	0%	0	0	N/A	1
193 WESTMORELAND	12	6	50%	0	0	N/A	5
<b>EDD 14</b>	<b>47</b>	<b>23</b>	<b>49%</b>	<b>3</b>	<b>3</b>	<b>100%</b>	<b>24</b>
036 CHARLES CITY	0	0	N/A	0	0	N/A	0
073 GLOUCESTER	6	5	83%	0	0	N/A	3
095 JAMES CITY	12	8	67%	1	1	100%	0
127 NEW KENT	0	0	N/A	0	0	N/A	0
199 YORK/POQUOSON	3	2	67%	0	0	N/A	1
650 HAMPTON	71	37	52%	3	3	100%	0
700 NEWPORT NEWS	39	12	31%	1	1	100%	0
830 WILLIAMSBURG	3	1	33%	0	0	N/A	15
<b>EDD 15</b>	<b>134</b>	<b>65</b>	<b>49%</b>	<b>5</b>	<b>5</b>	<b>100%</b>	<b>19</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 5 A - SFY 96, SFY 97 and SFY 98  
Statewide**

<u>FIPS LOCALITY</u>	Column A Number VIEW Participants Left With Employment <u>1st 30 months</u>	Column B Number in Column A Who Retained Employment <u>6+ MONTHS</u>	Column C Percent Who Retained Employment <u>6 + months</u>	Column D Number Who Left With Employment <u>1st 24 months</u>	Column E Number in Column D Who Stayed Off TANF <u>for 12 months</u>	Column F Percent Who Stayed Off TANF <u>for 12 months</u>	Column G VIEW Children Receiving Transitional Day Care
<b>Statewide</b>	7,103	4,240	60%	2,307	2,211	96%	3,414
053 DINWIDDIE	39	26	67%	8	7	88%	2
149 PRINCE GEORGE	18	11	61%	4	4	100%	10
181 SURRY	6	5	83%	1	1	100%	0
183 SUSSEX	23	19	83%	7	5	71%	13
670 HOPEWELL	74	46	62%	12	8	67%	32
730 PETERSBURG	125	90	72%	21	20	95%	46
<b>EDD 16</b>	<b>285</b>	<b>197</b>	<b>69%</b>	<b>53</b>	<b>45</b>	<b>85%</b>	<b>103</b>
93 ISLE OF WIGHT	9	5	56%	1	1	100%	0
175 SOUTHAMPTON	3	2	67%	0	0	N/A	0
550 CHESAPEAKE	32	6	19%	2	2	100%	0
620 FRANKLIN	1	1	100%	0	0	N/A	1
710 NORFOLK	93	32	34%	4	4	100%	0
740 PORTSMOUTH	42	19	45%	0	0	N/A	48
800 SUFFOLK	15	6	40%	0	0	N/A	0
810 VIRGINIA BEACH	60	33	55%	0	0	N/A	0
<b>EDD 17</b>	<b>255</b>	<b>104</b>	<b>41%</b>	<b>7</b>	<b>7</b>	<b>100%</b>	<b>49</b>
1 ACCOMACK	72	48	67%	18	17	94%	3
131 NORTHAMPTON	41	27	66%	7	6	86%	16
<b>EDD 18</b>	<b>113</b>	<b>75</b>	<b>66%</b>	<b>25</b>	<b>23</b>	<b>92%</b>	<b>19</b>





