

**REPORT OF THE
DEPARTMENT OF SOCIAL SERVICES**

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

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



HOUSE DOCUMENT NO. 27

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

Clarence H. Carter
Commissioner

December 1, 1999

TO: The Honorable James S. Gilmore, III

and

The General Assembly

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

The Department of Social Services (Department) has prepared the attached report presenting executive summaries from three evaluations of the Virginia Independence Program (VIP) and Virginia's Initiative for Employment not Welfare (VIEW). The report also contains data on the outcome measures that were developed to monitor VIP/VIEW.

The report cost the Commonwealth \$12,387 to complete. This amount includes the cost to collect and analyze data and write the report. Department staff spent 560 hours completing these tasks.

Respectfully Submitted,

A handwritten signature in black ink that reads "Clarence H. Carter".

Clarence H. Carter
Commissioner

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Executive Summary

The 1995 General Assembly passed into law Virginia's innovative welfare reform program - The Virginia Independence Program (VIP). The law mandated that "in administering the program, the Commissioner shall develop and use evaluation methods that measure achievement of the goals of the Program." It further specifies that "beginning December 1, 1996, and annually thereafter, the Commissioner shall file a report with the Governor and General Assembly regarding the achievement of such goals. The annual report shall include a full assessment of the Program, including effectiveness and funding status, statewide and for each locality a comparison of the results of the previous annual reports; and the impact of the Program." (See Appendix A for a copy of House Bill 2001.) This report addresses this mandate.

VIP includes eligibility 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 44,893 of the TANF cases mandatory for VIEW enrolled in the program. A high 71 percent, or 31,688, of those enrolled in VIEW found unsubsidized employment. Working VIEW participants earned more than \$143 million by the end of SFY 99. Virginia helped these working parents with more than \$255 million in case management, day care, transportation and other supportive services since VIEW's inception. Additional funds have helped develop regional initiatives that are seeking long-term solutions to transportation problems, especially in Virginia's rural areas. Even with the added supportive services expenses, Virginia had a net taxpayer savings of more than \$202 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 the 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, "Implementation of Welfare Reform in Virginia: A Work

in Progress,”¹ was completed and the full executive summary was included in House Document 46 for the 1999 legislative session. Key findings of the implementation study were 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.

Executive summaries of the reports on the impact of VIP/VIEW as compared to AFDC/JOBS (Aid to Families with Dependent Children/Job Opportunities and Basic Skills) (impact study), the effect of the 24-month time limit on cases six months after closure (time-limit study) and the status of cases closed on their own one year after closure (closed case study) are included in this document.

The impact study is based on an experimental design with cases in five research sites (Petersburg, Prince William, Portsmouth, Lynchburg, and Wise) randomly assigned to treatment and control groups. Cases in the treatment group received services under VIP/VIEW policies. Cases in the control group received services under AFDC/JOBS policies. The impact study compares the outcomes between those assigned to the treatment group and those assigned to the control group. Key findings from the impact study include:

- The VIEW component of VIP quickly increased employment relative to what it would have been under pre-reform policies. VIEW also led to higher earnings, but its impact on earnings was less consistent than its impact on employment rates.
- VIEW's mixed incentives for leaving TANF led to different effects by site: TANF participation and benefits were lower in Petersburg, but there were no impacts in the other VIEW sites. VIEW's time limit and work requirement provide incentives for clients to close their cases, but VIEW's generous earnings disregard provides incentives to stay on TANF.
- The VIP eligibility reforms in themselves did not affect employment, earnings, or TANF receipt in the first nine quarters. The finding is not surprising, because the goals of the eligibility reforms were primarily to affect other outcomes (such as birth rates and receipt of child support).

¹Implementation of Welfare Reform in Virginia: A Work in Progress (L.Pavetti, N. Wemmerus, and A. Johnson, Mathematica Policy Research Inc., November 1998)

TANF cases that enroll in VIEW have a 24-month time limit for receipt of TANF benefits. The time limit study assesses the status of TANF cases six months after they reached their 24-month time limit. Key findings from the time limit study are that:

- In the six months after reaching the time limit, most parents worked, and many worked steadily, but primarily in lower-wage jobs.
- There is almost no evidence of major deprivation, such as homelessness or children being sent to live elsewhere.
- On average, despite the loss of the TANF benefit when the case closed, incomes were the same before the case closed and about six months later.
- TANF recipients who reached the time limit were likely to be older, to have more children, and to have been on TANF longer than other VIEW cases.

In addition to these studies funded by federal evaluation dollars, the Department contracted with Virginia Tech and MPR to conduct a study of closed TANF cases to explore the dynamics of cases that left before reaching their 24-month time limit. The full executive summary of this report is also included below. Findings from the TANF closed case study show that similar to the Time-Limit cases, former TANF recipients have accepted responsibility for their lives and their families. Key findings are that:

- Most cases closed because the client found a job or decided she or he could do without TANF.
- Eighty-five percent had worked at some time since their case closed.
- Fifty-five percent worked steadily in the year after leaving TANF.
- On average, those working earned \$1,067 a month.
- Average household incomes increased by 40 percent after leaving TANF.
- Most children received child care from a single provider and spent an average of 27 hours a week in child care.
- More than 80 percent of the former clients have health insurance coverage, most often through Medicaid.

To further understand what happened to closed TANF cases, VDSS research and staff in collaboration with Dr. Carole Kuhns and Ms. Barbara Guglielmo from Virginia Tech analyzed the difference between selected findings of the time limit and closed case studies. Key similarities include: that most (over 85%) had worked at some time since their case closed; about one-third received child support; and most were more likely to rely on family and friends than community services when they needed help. Key differences show that time limit cases tend to be families with two or more children and the children are somewhat older than in other closed case families. Time Limit cases also tend to be somewhat more dependent on Food Stamps. On the other hand, the other closed cases are more likely to demonstrate their independence by working full-time, earning higher average wages, receiving higher average child support payments and more frequently asking for help from family, friend, and non-benefit program community resources.

Outcome Measures. House Bill 2001, 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 B includes tables showing the full locality specific detail for these outcome measures for SFY 99.

Looking Forward. The last section of this report, Looking Forward: The Virginia Independence Program, reflects on plans for Welfare Reform Phase II, including welfare-to-work and efforts to address hard-to-serve issues.

VIP/VIEW Overview

The 1995 General Assembly passed into law Virginia's innovative welfare reform program - The Virginia Independence Program (VIP). The law mandated that "in administering the program, the Commissioner shall develop and use evaluation methods that measure achievement of the goals of the Program." It further specifies "Beginning December 1, 1996, and annually thereafter, the Commissioner shall file a report with the Governor and General Assembly regarding the achievement of such goals. The annual report shall include a full assessment of the Program, including effectiveness and funding status, statewide and for each locality a comparison of the results of the previous annual reports; and the impact of the Program." (See Appendix A for a copy of House Bill 2001.) This report addresses this mandate.

VIP included eligibility 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. TANF recipients who did not meet these requirements were sanctioned. VIP eligibility policies also put a cap on benefits for children born more than 10 months after TANF assistance was authorized. By the end of state fiscal year (SFY) 1999, four full years of the VIP eligibility policy implementation were complete.

The VIP eligibility policies are instrumental in focusing TANF participants on personal responsibility. Statistics bear this out, as the vast majority of recipients have complied and have not needed to be sanctioned for failure to cooperate with eligibility requirements. Over the first four program years, only a small percentage of TANF cases actually received one of the eligibility sanctions. Only 4,499, or about 3 percent of the 138,612 active TANF cases were sanctioned for failure to cooperate with establishing paternity. Only 2,953 children, or less than 2 percent of the estimated 156,618 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; a two-year time limit on TANF benefits; and a disregard for earned income up to 100 percent of the federal poverty level. Since July 1995, more than 44,893 of the TANF cases had a VIEW mandatory recipient enroll in the program. A high 71 percent, or 31,688, of those enrolled in VIEW found unsubsidized employment. These working VIEW participants earned more than \$143 million by the end of SFY 99.

Virginia helped the VIEW working parents with more than \$255 million in case management, day care, transportation and other supportive services since VIEW's inception. Additional funds have helped develop regional initiatives that are seeking long-term solutions to transportation problems, especially in Virginia's rural areas. Even with the added supportive services expenses, Virginia had a net taxpayer savings of over \$202 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 fell over 49 percent, from 70,797 families in June 1995 to 34,614 in September 1999.

When TANF recipients enrolled in VIEW their 24-month TANF eligibility time limit started. While caseloads dropped by over 49 percent during the first four program years, only a small part of the caseload decline was due to cases reaching their time limit. Just 15 percent of the VIEW cases that could have potentially reached their 24-month time limit by the end of June 1999 actually had their cases closed for this reason. Most of the others closed their cases before their 24 months had expired, thus saving some TANF eligibility in case support was needed again.

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 the Virginia Department of Social Services (VDSS) to actively facilitate access to jobs for VIEW participants.²

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. During the first four program years Virginia invested in VIP/VIEW, and TANF participants responded by finding employment in unsubsidized jobs.

² Report on Securing Jobs in the Private Sector and the Implementation of Welfare Reform, Virginia Department of Social Services, October 1999)

VIP/VIEW Evaluation Studies

By the end of SFY 99, four 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.

The first of these reports, "Implementation of Welfare Reform in Virginia: A Work in Progress,"³ was completed and the full executive summary was included in House Document 46 for the 1999 legislative session.

Key findings of the implementation study were 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.

Included below are the executive summaries from three of the other studies: the VIP/VIEW impact study, the time-limit study, and the closed case study.

³ Implementation of Welfare Reform in Virginia: A Work in Progress (L.Pavetti, N. Wemmerus, and A. Johnson, Mathematica Policy Research Inc., November 1998)

VIP/VIEW Impact Study

The VIP/VIEW impact study assesses the impact of VIP/VIEW relative to the AFDC/JOBS (Aid to Families with Dependent Children/Job Opportunities and Basic Skills) programs. Data analysis is based on the experimental design originally planned for the federal waivers that were required at the time of VIP/VIEW implementation. The executive summary below is from the first impact study report. The full interim report is available from VDSS' Office of Policy and Planning.

Executive Summary, "Early Impacts of the Virginia Independence Program"⁴

Virginia's multifaceted welfare reform program--the Virginia Independence Program (VIP)--is a prime example of the new philosophy of welfare reform that focuses on promoting work and family responsibility. VIP has two distinct components. The first is changes in eligibility requirements for Aid to Families with Dependent Children (AFDC). These changes were intended to encourage family responsibility. The second is the Virginia Initiative for Employment not Welfare (VIEW). VIEW is one of the nation's strongest examples of a "work first" program, emphasizing rapid movement of public assistance clients into jobs. Overall, VIP represents a substantial commitment to changing the "culture of welfare," both for program staff and for clients.

The VIP eligibility requirements were implemented on July 1, 1995. VIEW was implemented locality by locality from July 1995 to October 1997. In 1996, the federal Personal Responsibility and Work Opportunity Reconciliation Act replaced AFDC with a block grant for Temporary Assistance for Needy Families (TANF). Having already shifted its AFDC program to a temporary assistance program with employment as its central focus, Virginia implemented TANF in February 1997 with minimal modifications to VIP.⁵

The VIP eligibility requirements include:

- Stronger requirements for cooperation with child support enforcement
- Cap on benefits for children born more than 10 months after assistance is authorized
- Age-appropriate immunizations for children

⁴ Executive Summary, *Early Impacts of the Virginia Independence Program* (A. Gordon and R. Agodini, Mathematica Policy Research, Inc., November 1999)

⁵To simplify terms, this report uses TANF to refer to Virginia's cash assistance program, except when referring to the pre-VIP program.

- Compliance with school attendance laws
- Determination of benefits for two-parent families using the same standards as those for single-parent families.

Key provisions of VIEW, which apply to able-bodied parents with no child under the age of 18 months, include:

- Signing of an Agreement of Personal Responsibility as a condition for receiving benefits
- Required job search for 90 days or until employed, followed by mandatory work either through regular employment or participation in the Community Work Experience Program (CWEP), which involves work in a nonprofit or public setting in exchange for benefits
- Full family sanctions (complete loss of benefits) for noncompliance ⁶
- A 24-month time limit on TANF benefits
- A generous earned income disregard, which allows families to continue to receive their full TANF grant as long as their net earned income plus TANF benefits remains below the federal poverty line
- Supportive services, including subsidized child care, transportation assistance, and Medicaid, while on TANF and for one year after the TANF case closes.

IMPACT STUDY OBJECTIVES

Both the outcomes and the impacts of VIP are of interest to policymakers. Outcomes such as the percentage of cases that close within a year of entering the program are of interest in themselves. However, cases close for a variety of reasons, regardless of the specific policies applied. For example, increased demand for low-wage workers has contributed to the decline in TANF caseloads. Thus, information on outcomes must be compared to some benchmark or *counterfactual* to tell policymakers if a program is effective. This impact analysis examines whether VIP/VIEW led to outcomes different from those of the old AFDC/JOBS policies. The *impacts* of the program are measured as the *difference* in outcomes for cases under VIP/VIEW from what they would have been under AFDC/JOBS.

⁶ Failure to sign the Agreement of Personal Responsibility results in case closure. Failure to comply with the job search or work requirements after signing the agreement results in a 100 percent sanction for a minimum period. During the sanction period, the sanction months count toward the 24-month time limit unless the client chooses to close the case.

This report describes the outcomes and impacts of VIP during the early phase-in period (July 1995 to October 1997) in five areas in Virginia--the cities of Lynchburg, Petersburg, and Portsmouth and the counties of Prince William and Wise--in which the local offices randomly assigned both new and existing TANF cases to experimental or control status. Experimental cases were covered by VIP policies and were converted from the old Job Opportunities and Basic Skills (JOBS) training program to the VIEW program when VIEW started in the local agencies. Control cases remained subject to the old AFDC policies and received employment-related services only under the old JOBS program. The random-assignment evaluation design ensures that we can attribute differences in outcomes between the experimental and control groups to VIP.

The impact study addresses four questions:

- 1. *How does the VIEW component of VIP affect program activities and services used?*** How do client experiences in VIEW differ from client experiences in JOBS, in terms of their overall participation in activities, the types of activities they engaged in, the frequency with which they were sanctioned, and their use of child care assistance?
- 2. *What economic outcomes are observed for VIP cases?*** What are the trends over time in key outcomes--employment, earnings, TANF participation, TANF benefits, Food Stamp Program participation, Food Stamp benefits, and total income--for VIP cases?
- 3. *What is the impact of VIP on economic outcomes?*** How do the outcomes for those in VIP differ from what they would have been had these clients remained subject to the old AFDC program?
- 4. *How does the impact of VIP vary among the demonstration sites?*** Are impacts larger in sites that implemented VIEW? Among the VIEW sites, how and why do impacts vary?

EVALUATION DESIGN

This report focuses on the experiences of 7,568 cases that were receiving AFDC in July 1995. At that time, half were randomly assigned to the experimental group, and half were assigned to the control group. Outcome data were available on these cases for nine quarters, from July 1, 1995, to September 30, 1997. These data are from administrative records of the Virginia Department of Social Services or the Virginia Employment Commission (VEC).

Because the estimates of impacts described in this report are estimates of *early* impacts, they have limitations. First, at the end of the follow-up period, two of the five research sites--Wise and Portsmouth--had not implemented VIEW. Experimental cases in those two sites were not subject to the reforms likely to have the largest effects on outcomes, such as employment and TANF receipt. Thus, to learn about the impacts of VIEW, only data from the three sites that implemented VIEW during the follow-up period--Lynchburg, Prince William, and Petersburg--can be used. These sites implemented VIEW at different times: the post-VIEW follow-up period is 24 months for Lynchburg, 18 months for Prince William, and 9 months for Petersburg. However, an advantage of the staggered implementation schedule is that it allows us to distinguish with some confidence the effects of VIEW from the effects of the VIP eligibility reforms.

Second, even in the sites that implemented VIEW, no cases had reached the two-year time limit on TANF benefits by the end of the follow-up period. Thus, further investigation of the long-term impact of VIP policies is needed. We will pursue this investigation in a follow-up report.

Two other factors may lead the impact estimates to understate the full effects of VIP. First, control cases may have been affected by publicity about VIP or by the changes in the atmosphere of the welfare office or the community associated with the program.⁷ Second, VEC wage records data cover only employment in Virginia in nonfederal jobs. If experimental group members were more likely than control group members to take jobs in neighboring states or with the federal government, then VIP's employment and earnings impacts would be understated.

KEY FINDINGS

There are three main findings:

1. The VIEW component of VIP quickly increased employment relative to what it would have been under pre-reform policies. VIEW also led to higher earnings, but its impact on earnings was less consistent than its impact on employment.
2. VIEW's mixed incentives for leaving TANF led to different effects by site: TANF participation and benefits were lower in Petersburg, but there were no impacts in the other VIEW sites. VIEW's time limit and work requirement provide incentives for clients to close their cases, but VIEW's generous earnings disregard provides incentives to stay on TANF. Site visit findings suggest that the emphasis workers placed on

⁷ In addition, a small number of control cases was directly exposed to VIEW when they moved to a non-research site that had implemented VIEW. The evaluation also does not account for effects of VIP/VIEW on families' decisions to apply for TANF, since random assignment occurred only among those who applied and were approved.

encouraging clients to close their cases affected clients' decisions about how to balance the competing incentives.

3. The VIP eligibility reforms in themselves did not affect employment, earnings, or TANF receipt in the first nine quarters. This finding is based on impacts in the two sites that did not implement VIEW. The finding is not surprising, because the goals of the eligibility reforms were primarily to effect other outcomes (such as birth rates and receipt of child support).

IMPACTS ON PARTICIPATION IN EMPLOYMENT PREPARATION ACTIVITIES

VIEW's impact on participation rates in employment-preparation activities and on sanction rates indicates that VIEW was implemented as intended and that it represented real change from JOBS.

- **VIEW led to a much higher participation rate in employment-preparation activities.** More cases were mandatory for VIEW than for JOBS. In addition, all VIEW-mandatory experimental clients had to participate in an employment-preparation activity right away if not employed. JOBS-mandatory control clients could remain on a waiting list for employment services for some time.
- **Job search accounted for most of the higher activity participation rate under VIEW.** When they entered VIEW, all clients not yet employed had to participate in job search or be sanctioned. JOBS clients had other options or were on a waiting list.
- **Community Work Experience (CWEP) participation rates were low for both the experimental and the control groups.** VIEW clients who did not find work within 90 days had to participate in CWEP, and this requirement was enforced. Nonetheless, because most VIEW clients found employment, at most five percent of experimental cases were enrolled in CWEP annually.
- Although VIEW was expected to lead to lower levels of participation in education and training, the difference was less than expected. Among the three VIEW sites, in Lynchburg the control group had a higher rate of participation in education activities since VIEW emphasized rapid attachment to the labor force. However in Petersburg the experimental group had the higher rate of participation in education activities and in Prince William the two groups had similarly low levels of participation in education and training.
- **VIEW led to more employment services sanctions.** In all three VIEW sites, there was a significant difference between experimental and

control cases in sanction rates for failure to participate in employment services. VIEW's strong job search and work requirements were major reasons for the higher sanction rate. Sanctions were more common under VIEW despite their more severe consequences.

IMPACTS ON EMPLOYMENT AND EARNINGS

Much as expected, VIEW--the work component of VIP--led to higher employment rates and earnings, but the VIP eligibility reforms alone did not affect employment or earnings. Several aspects of VIEW were expected to increase employment. These include the expanded earnings disregard, the 90-day work requirement, the two-year time limit on receipt of TANF benefits, and enhanced transitional child care eligibility. In contrast, the VIP eligibility reforms seemed unlikely to affect employment, although indirect effects were possible.⁸

- **VIEW led to higher average employment rates.** In all three VIEW sites, more experimental cases than control cases worked. In the quarters after VIEW was implemented, employment rates were from 5 to 27 percent higher among experimental cases than among control cases.
- **VIEW also increased average earnings.** In all three VIEW sites, average quarterly earnings were higher for experimental cases than for control cases in at least some quarters after VIEW implementation. However, the impact on earnings was less consistent than the employment impact.
- **The VIP eligibility reforms alone did not affect employment or earnings.** No significant impacts on employment or earnings were observed in the non-VIEW sites.

IMPACTS ON TANF AND FOOD STAMPS

In the short term, VIEW reduced TANF participation and benefits in Petersburg, and it reduced Food Stamp Program participation and benefits in all VIEW sites. VIEW's effect on TANF participation and benefits before cases reach the 24-month time limit could not be predicted, because its provisions create incentives in both directions. Impacts depend on how clients balance the incentive to stay on TANF provided by the enhanced earnings disregard with the incentive to leave provided by the work requirements and the time limit. In contrast, VIEW was expected to reduce Food Stamp Program participation and benefits or, at minimum, keep them the same,

⁸ For example, mothers who did not want to meet the new paternity-reporting requirements or who were subject to the family cap might be more likely to work to make up for lost TANF benefits. However, such effects were never expected to be large.

because employment levels and/or earnings were expected to increase.⁹ The VIP eligibility provisions could reduce TANF and Food Stamp Program participation and benefits, but any effects were expected to be small.

- ***VIEW's mixed incentives for leaving TANF led to different effects by site: TANF participation and benefits were lower in Petersburg, but there were no impacts in the other VIEW sites.*** The cross-site difference in impacts may be because, in discussions with clients, Petersburg VIEW staff placed more emphasis on the time limit than staff in other sites did.
- ***VIEW led to lower Food Stamp Program participation and benefits-- a natural consequence of VIEW's impacts on employment and TANF.*** VIEW led to higher earnings but generally did not reduce TANF benefits. Thus, experimental cases in the VIEW sites had larger cash incomes than control cases, which automatically reduced their Food Stamp Program benefits.
- ***The VIP eligibility reforms alone did not affect TANF participation or benefits.*** VIP had no impact on TANF participation or benefits in the two sites that had not yet implemented VIEW.

Because no research site had implemented VIEW for a full two years by the end of the impact study follow-up period for this report, no research sample cases had yet reached the 24-month time limit. Once experimental cases begin to reach their 24-month time limit, their TANF participation rates are likely to be lower than those of control cases who were not subject to the time limit.

IMPACTS ON WORK/TANF COMBINATIONS AND TOTAL INCOME

Progress toward self-sufficiency means that families are relying more on their own resources and less on public assistance. A full picture of how VIEW affected progress toward self-sufficiency requires understanding of VIEW's impacts on the four possible combinations of participating or not participating in TANF and working or not working. Effects on total income depended on whether earnings increases were larger than decreases in TANF and Food Stamp benefits.

- ***Clients who combined work and TANF accounted for most of the increase in employment rates.*** The larger earnings disregard offered through the VIEW program allowed most VIEW clients who worked to continue to receive a TANF benefit. In this period before the two-year time limit, many took advantage of the expanded disregard.

⁹All impacts of VIP/VIEW on Food Stamp Program participation and benefits were indirect, as VIP and VIEW did not in any way change Food Stamp Program rules or benefits.

- **VIEW increased the percentage of clients both working and off TANF in the short term in one site, Petersburg.** This is because Petersburg was the only site in which VIEW led to lower TANF participation.
- **VIEW had little impact on total income from work, TANF, and Food Stamps.** Income was higher in one post-VIEW quarter in Petersburg and Prince William, but not in Lynchburg.

IMPACTS ON CHILD CARE SUBSIDIES

VIEW child care policies were intended to make child care subsidies available to all clients who needed them. Most TANF clients are single parents with young children, so difficulty finding adequate and affordable child care has traditionally been one of their major barriers to employment. Under the JOBS program, participation in work or work-preparation activities was limited in part by lack of child care funding. To make VIEW's work requirement viable for all mandatory cases, Virginia substantially increased funding for child care. In addition, VIEW made it easier to qualify for transitional child care for those who left TANF.

- **Under VIEW, more families received some type of child care subsidy.** Experimental cases also received higher average subsidy amounts than control cases. Subsidies counted include child care subsidies for families on TANF, transitional child care for those whose TANF cases had closed within the past 12 months, and other state-administered subsidies.
- **Under VIEW, child care subsidies for cases still on TANF increased substantially.** More experimental cases than control cases combined work and TANF. Experimental cases thus received more TANF child care subsidies to support their movement into work.
- Impacts on transitional child care subsidies varied among the sites, in part because impacts on the percentage of cases working and off TANF varied. In Petersburg, where more experimental than control cases worked and did not receive TANF, experimental cases also received more transitional child care. In the other VIEW sites, experimental cases were no more likely than control cases to work and be off TANF. They received the same or less transitional child care funding than control cases.

ACCOUNTING FOR DIFFERENCES AMONG THE VIEW SITES

There were important differences in impacts among the VIEW sites:

- In Lynchburg, VIEW had a strong impact on employment but almost no

impact on earnings. There were no impacts on TANF receipt or benefits, but Food Stamp Program participation and benefits were significantly lower.

- In Prince William, VIEW's impact on employment was smaller than in the other sites. Impacts on earnings were not found initially, but were strong in later quarters. VIEW had no impact on TANF participation or benefits, but led to significantly lower Food Stamp Program participation and benefits.
- In Petersburg, VIEW led to higher employment rates and earnings. VIEW also led to significantly lower TANF participation and benefits. Food Stamp Program participation and benefits were also lower under VIEW.

It seems likely that the differences in the results in Lynchburg and Petersburg reflect, at least in part, differences in the VIEW implementation strategies that the two sites adopted. Lynchburg placed substantial emphasis on enforcing the work requirement. Once clients were working, however, they were encouraged to use their two years of benefits to build a basis for self-sufficiency. In Petersburg, in contrast, more emphasis was placed on making clients aware of the time limit and on encouraging them to close their cases. At this time, we do not know which approach is more effective in promoting long-term self-sufficiency.

VIEW probably had less measured impact in Prince William because of the characteristics of its caseload and because of its location. Prince William's caseload was less disadvantaged than those in the other sites, and it was in an area with a particularly strong labor market. Prince William is also near Maryland and the District of Columbia. Therefore, the impact there is more likely to be understated than in the other sites because of employment not covered by the VEC data.

CONCLUSION

The VIP impact study shows the VIEW component of VIP to have been effective in its immediate goal of moving TANF clients into work. Along with the increased employment rates, Food Stamp Program participation and benefits declined in all VIEW sites. TANF participation and benefits declined in one site but not in the others. Little change in TANF participation or benefits occurred in the other sites because most of the increase in employment rates was for cases still on TANF and taking advantage of the earned income disregard. That is, more cases combined work and TANF. No cases in these sites had reached the 24-month time limit on cash assistance under VIEW during the period covered by this study. Thus, it is too soon to tell how effective VIP will be in its longer-term goals of promoting the self-sufficiency and well-being of Virginia's families.

VIP/VIEW Time Limit Study

This study describes what happens to families who reach their 24-month time limit. It includes analysis of administrative data and data collected through a survey of more than 250 cases that reached their two-year time limit after January 1998 and before June 1998. Each case in the sample was contacted six months after their TANF eligibility ended, while they were in their transitional year. Cases that reached their 24-month time limit tended to be some of the longer-term TANF recipients. Despite their long-term attachment to the assistance program, they rose to the welfare reform challenge. Most of these longer-term recipients were proactive in making employment focused plans for the end of their TANF eligibility.

Future reports will cover what happens to this sample cohort 18 months after their TANF eligibility ends. Additional cases will be added to the sample as they reach their time limit in 1999 and 2000. The full interim report is available from VDSS' Office of Policy and Planning.

Executive Summary, "Experiences of Virginia Time Limit Families in the Six Months After Case Closure: Results for an Early Cohort"¹⁰

Most welfare recipients now face a time limit on their eligibility for cash assistance. The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 instituted a five-year lifetime limit on federal cash assistance for most cases and permitted states, under the new Temporary Assistance for Needy Families (TANF) program, to set shorter time limits. Some states, including Virginia, had already begun to implement time limits under waivers. Because time-limited welfare is new, policymakers and the public at large have been concerned about what happens to families who lose TANF benefits because of time limits. This question can only be answered state by state, as time limit policies vary widely.

In Virginia, welfare reforms that began in 1995 include a 24-month time limit on benefits as part of the Virginia Initiative for Employment not Welfare (VIEW). To provide reliable information on time limit families and what happens to them after reaching the time limit, the Virginia Department of Social Services (VDSS) has contracted for a longitudinal study, which includes analysis of surveys of time limit families and of administrative data.

This report covers the experiences of time limit families during approximately the first six months after their benefits ended. Key findings include:

- In the six months after reaching the time limit, most parents worked, and

¹⁰ Executive Summary, Experiences of Virginia Time Limit Families in the Six Months After Case Closure: Results for an Early Cohort (Gordon, Anne (MPR); Kuhns, Carol (Virginia Tech); Loeffler, Renee (Virginia Tech); Agodini, Roberto (MPR)), 1999

many worked steadily, but primarily in low wage jobs.

- There is almost no evidence of major deprivation, such as homelessness or children being sent to live elsewhere.
- On average, despite the loss of the TANF benefit when the case closed, incomes were the same, on average, before the case closed and about six months later. However, the lack of change on average masks diverse experiences.
- TANF recipients who reached the time limit were likely to be older, to have more children, and to have been on TANF longer than other VIEW cases.

***BACKGROUND: VIRGINIA'S TIME LIMIT*¹¹**

In Virginia, the time limit potentially affects a substantial proportion of eligible welfare cases. However, of the 3,051 cases enrolled in VIEW by the end of June 1996, only 454 cases, or 15 percent, had reached the time limit by the end of June 1998.

The structure of VIEW implies that time limit families in Virginia are not necessarily like families that reach TANF time limits in other states. The Virginia time limit applies only to mandatory VIEW cases. After the first 90 days in VIEW, VIEW-mandatory cases must work at least 30 hours per week, take a CWEP position, or lose 100 percent of their TANF benefit. Months in which benefits are "suspended" because of failure to meet VIEW requirements still count toward the time limit unless the case head takes action to close the case. Thus, heads of cases that reach the time limit fall largely into two groups: (1) those who have been working and meeting VIEW requirements for some time; and (2) those who, because of a VIEW sanction, stopped receiving benefits before reaching the time limit, and then had their case officially closed upon reaching the time limit. Most are in the first group.

SAMPLE AND DATA

This report is based on all Virginia TANF cases that closed because they had reached the 24-month time limit between February 1, 1998, and June 30, 1998. Because of the staggered implementation of VIEW in Virginia, only a few parts of the state had cases reach the time limit during this period. Specifically, these cases are drawn from 4 of Virginia's 18 Economic Development Districts: District 2, the

¹¹A section of the full executive summary describing the VIEW program is not presented here since was covered under the impact study. In addition, some references to comparison with the closed case study are not included because issues related to this comparison are covered under separate analysis and included in this report under Comparison Between the Time Limit and Closed Case Studies.

Bristol/Galax area, a rural area in the southwest; District 6, the large urban and suburban counties in Northern Virginia near Washington, DC; District 9, the Lynchburg area, in the Piedmont region; and District 7, the Culpeper area, which is also largely rural and was the first area to implement VIEW.

The number of cases that reached the time limit in February through June 1998 was 328. Administrative data for all these cases were analyzed. For the six-month follow-up survey, 256 interviews were completed, for a response rate of 78 percent. The follow-up interview was about 40 minutes long and was administered by telephone, using computer-assisted interviewing. Most respondents were reached from 6 to 8 months after the case closed, but 11 percent were interviewed 9 to 12 months after the case closed.

STUDY GOAL: DESCRIBE TIME LIMIT FAMILIES AND THEIR EXPERIENCES AFTER BENEFITS END

The goals of this report are to describe who reached the VIEW time limit in early 1998, what happened to them in the next six months, and how their lives changed after they lost their TANF benefits. An important caution is that this study is descriptive. It cannot show whether changes occur in people's lives because of the loss of TANF benefits or whether these changes would have come about anyway, because there is no control or comparison group to show what would have happened to these families without a time limit.

In some instances, we compare time limit cases to VIEW cases that closed before the time limit (leavers). Data on leavers are from the Virginia Closed Case Survey, which involved interviews approximately one year after their TANF cases closed, with heads of a random sample of VIEW cases that closed in late 1997.

FINDINGS

WHO REACHED THE TIME LIMIT?

- Former recipients who reached the time limit tended to be older than VIEW participants who left before reaching the time limit. They also had larger families.
- Most time limit families had been on TANF for a long time.¹² Two-thirds had first enrolled in TANF more than five years before reaching the time limit. Taking into account periods off TANF, more than half the families had more than five years of TANF participation.

¹²For simplicity, the term TANF is used even when referring to the period when the program was known as AFDC.

- Most time limit parents had complied with VIEW rules, but over a quarter were sanctioned at least once for not meeting program requirements. Most were sanctioned for three months or less, but a small group was sanctioned for much longer, some for almost all their time in VIEW.
- About half the survey respondents reported that they had planned to stay on TANF until they reached the time limit.

HOW MUCH DID THEY WORK AFTER BENEFITS ENDED?

- About 86 percent of respondents to the follow-up survey worked at some point after their case closed. Among those who worked, 63 percent worked in every month from the time the case closed until the interview.
- Two-thirds worked more than 30 hours per week. Jobs were predominantly in service or sales occupations, and paid about \$6 per hour, on average.

WERE THEY MOVING TOWARD SELF-SUFFICIENCY?

- **Toward Self-Sufficiency: Employment and Child Support Increase**
 - More respondents worked after their TANF case closed. About 63 percent were working in the month the case closed, and 71 percent were working at the time of the interview, seven months later on average.
 - The proportion receiving child support increased from 19 to 29 percent after the case closed, and the amounts received by those receiving child support also increased.
- **The Safety Net: Most Continue to Receive Food Stamps and Medicaid**
 - Based on the survey data, about 76 percent of time limit families still received Food Stamps when interviewed, six months or more after the case closed, only slightly less than when on TANF. Average Food Stamp benefits increased slightly after the TANF case closed. Administrative data present a similar picture.
 - More than half of time limit families who did not receive Food Stamps after case closure believed they were ineligible, although some of their incomes were low enough that they may have been eligible.
 - About 90 percent of families reported that someone in their family

was covered by Medicaid at the time of the interview, 80 percent said the children were covered, and 71 percent said the entire family was covered.

- **Transitional Benefits: Received by Some**
 - Just under one third of working time limit families with a child under 13 reported receiving a child care subsidy, one third reported that they chose to forgo a subsidy, and another third were not aware that they may be eligible for a subsidy.¹³
 - Less than 15 percent of working families received a transportation subsidy in these early VIEW sites, but most had access to cars and drove or got a ride to work.
- **Help from Family and Friends: Much as Before**
 - Among survey respondents, 67 percent received assistance from family and friends. For the most part, respondents did not think the level of assistance received from family and friends had changed since they left TANF.
- **Help from Community Agencies: Used by Some**
 - Among survey respondents, 27 percent reported receiving help from community or religious groups.¹⁴

HOW ARE FAMILIES DOING?

- Average income was the same at the interview as before the case closed. Families had lost TANF benefits but had filled the gap with increased income from earnings, Food Stamps, and child support. However, the lack of change on average masks diverse experiences.
- For 28 percent of time limit families, income had increased by 10 percent or more since their TANF case closed. For 25 percent of time limit families, income had stayed about the same, and for 47 percent of time limit families, income fell by 10 percent or more.
- Thirteen percent had income above the federal poverty level before their

¹³ Those who were not aware of their potential eligibility may or may not have actually been eligible for day care subsidies.

¹⁴ Data on use of community services when TANF cases reached their 24-month time limit are not available from the first survey, but will be covered by the next wave of surveys.

case closed, and 14 percent at the interview, based on self-reported income. At the same time, a larger percentage of respondents reported their income to be below 50 percent of the federal poverty level at the interview (43 percent) than at case closure (36 percent).

- When asked for an overall assessment of their situation since leaving TANF, 58 percent of families reported that their circumstances were about the same (36 percent) or better (22 percent).
- Fifteen percent of respondents reported visiting food pantries or soup kitchens since their case closed.
- Only two percent of time limit families had been homeless since the case closed.
- Nearly all families had health insurance for at least some members. Only eight percent of families lacked health insurance for the entire family. An additional 10 percent lacked insurance for the children.

WHAT WERE CHILDREN'S SITUATIONS?

- Children in time limit families were mostly age 5 to 12 and living with a single mother.
- Children of working time limit parents were in child care arrangements similar to those used by other working families, most commonly care for by grandparents or in a child care center. Most children received care from a single provider (other than school) and spent less than 40 hours a week in child care. No children under 10 years old were left on their own.
- Only one percent of respondents reported that any of their children had gone to live elsewhere since the case closed.
- One-third of children living with a single parent had been in contact with their non-custodial parent since the family left TANF.

ISSUES FOR FUTURE WORK

The findings in this report reflect the experiences of a small number of families and follow them only for a brief period after their TANF benefits end. We plan to interview these families again, starting 18 months after their cases closed. This longer-term follow-up will focus on several issues:

- Are families able to improve their earnings and total incomes over time?

- How do families cope with the end of their 12 months of eligibility for transitional assistance with child care, transportation, and Medicaid?
- How are children in time limit families faring? New data on health and behavioral problems will also be collected.

In addition, to increase the overall sample and to make the study representative of a broader part of Virginia, we will conduct similar 6- and 18-month follow-up interviews with cases that reach the time limit in early 1999 and 2000. These additional interviews will substantially enrich our understanding of who reaches the VIEW time limit and how they cope.

VIP/VIEW Closed Case Study

The closed case study is based on a survey of cases that closed between July 1997 and October 1997. It is designed to address the overall question of what happened to the closed cases. It also addresses 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. A copy of the full report is available from the Virginia Department of Social Services, Division of Policy and Planning.

Executive Summary "Experiences of Virginia Closed Case Families One Year After Leaving TANF"¹⁵

In July 1995, one year before the federal government enacted welfare reform legislation creating the Temporary Assistance for Needy Families Program (TANF), the Commonwealth of Virginia implemented its own welfare reform program, the Virginia Independence Program (VIP) and the Virginia Initiative for Employment not Welfare (VIEW). Two years after the implementation of VIP/VIEW welfare case loads declined by 33 percent. Given the strong economy and a welfare reform program that helps clients obtain work, families are expected to experience positive outcomes. On the other hand, ending benefits as families enter the labor force may result in little or no change in their economic circumstance. To provide information on families' experiences after their cases close, the Virginia Department of Social Services contracted with Virginia Tech and its subcontractor Mathematica Policy Research, Inc (MPR) to conduct a telephone survey. Former VIP/VIEW clients were interviewed 12 months after their cases closed. This report presents findings from the telephone survey of 779 former clients.

Sample and Methodology

Former TANF clients whose cases closed between July and October of 1997 were interviewed approximately 12 months after their case closed. MPR project staff completed the 40 minute telephone interviews with 779 respondents for a 69 percent response rate. Questions in the survey asked about respondents' employment, housing situation, and participation in other government programs. The survey also collected information on children's experiences such as child care arrangements and their interaction with non-custodial parents if applicable.

The purpose of this study is to identify the experiences of families who leave TANF for reasons other than time limits. Families who reached the end of their 24

¹⁵See Experiences of Virginia Time Limit Families in the Six Months after Case Closure: Results for an Early Cohort, (Gordon, Anne (MPR), Kuhns, Carole (Virginia Tech), Loeffler, Renee (Virginia Tech), and Agodini, Roberto (MPR).

months of benefits under VIEW provisions are included in a separate study.¹⁶ It is important to note that this is a descriptive study. Readers should not consider outcomes reported in this study as solely determined by VIP/VIEW policies. Some cases in this study may have closed because of the success of VIP and VIEW, and others may have closed without welfare reform.

Major Findings

The major findings are described below.

What are the Characteristics of Closed Case Study Respondents?

- Respondents to the closed case survey were similar to Virginia's TANF recipients in characteristics. On average they were 30 years old, two-thirds were African American, and nearly one half had a high school degree or graduate equivalency degree (GED).

Why Do TANF Cases Close?

- Most cases closed because the client found a job or otherwise decided she or he could do without TANF.
- Few cases closed due to sanctions.
- Respondents reported VIEW provisions helped them leave TANF primarily through work requirements and sanctions, but also through job placement assistance and other services offered.

What Was the Work Experience of Respondents in Closed TANF Cases?

- In general, former clients obtain jobs before leaving VIEW and remained employed for the next year.
- Sixty percent of the respondents were employed when their case closed or within a month after leaving VIEW.
- Eighty-five percent had worked at some time since their case closed.
- Fifty-five percent worked steadily in the year after leaving TANF.

¹⁶ See Anne Gordon, Carole Kuhns, Renee Loeffler, and Roberto Agodini, *Experiences of Virginia Time Limit Families in the Six Months after Case Closure: Results for an Early Cohort*. Princeton, NJ: Mathematica Policy Research, Inc., forthcoming.

- Those employed the month of the interview earned \$1,067 a month on average, slightly less than the federal poverty level for a family of three (\$1,138).
- More than three-fourths of the jobs held by respondents at the time of the interview were full-time.
- Half of the jobs offered health benefits and paid vacation.
- One-third of the jobs offered sick leave.
- Seventeen percent of the respondents had not worked at all in the year after leaving TANF. The most common reason for not working was health including disability; but many reported other problems, such as lack of transportation or child care.

What Other Sources of Income Did Closed Cases Have?

- Families were more likely to receive child support at the time of the interview than before their case closed. The percentage of families receiving child support increased by 10 percentage points after leaving TANF.
- Fewer families reported receiving Food Stamps at the time of the interview compared with the month their case closed. Three-fourths of the families received Food Stamps the month their case closed and 54 percent received Food Stamps the month of the interview.

What was the Total Income of Closed Cases?

- Average household incomes increased by 40 percent after leaving TANF.
- Twenty-eight percent of households had incomes above federal poverty level at the time of the interview compared with 13 percent with incomes above federal poverty level the month they left TANF.

What Assistance did they receive from Family, Friends and Community Groups?

- Most families received the same or less assistance from family or friends after leaving TANF.
- More families received assistance from family or friends (83 percent) than from community or religious organizations (28 percent).

What about Child Care?

- Child care arrangements were generally with relatives, usually grandparents, or child care centers. Most children received care from a single provider and spent an average of 27 hours a week in child care.
- Forty-seven percent of working families with a child under 13 years of age reported no out-of-pocket child care expenses because they used school, free care from relatives, or other no cost arrangements.
- Among those who paid for care, out-of-pocket costs for families receiving a subsidy averaged \$102 a month less than families not receiving a subsidy.

What were the Housing Arrangements and Household Composition?

- Children's living arrangements were stable.
- Households most often included a single parent, and an average of two other individuals.
- Nearly half of the families had moved after leaving TANF; most often the move resulted in better or similar housing.
- Nearly half were in public housing or received housing subsidy.
- Few families (less than 3 percent) were homeless after leaving TANF.

What Kind of Health Insurance Coverage Did They Have?

- More than 80 percent of former clients have health insurance coverage, most often through Medicaid.
- Among families with no health insurance coverage (either Medicaid or private plan), more than one-half had applied for Medicaid or were aware they needed to apply.
- Three-fourth of the families without health insurance reported using the emergency room to meet health care needs.
- Overall, respondents reported using multiple strategies to pay for medical bills, including not going to the doctor, doing without other things, borrowing money, or using a free clinic.

What Did the Children Experience?

- One-half of the children had some contact with their non-custodial parent and nearly one-third of the respondents received child support for children in their household.
- Non-custodial parents providing assistance (other than child support) were more likely to have contact with their children.

What Did the Closed Case Families Think About Their Situation?

- Nearly half of the respondents believed their situation was better after leaving TANF, and less than one-fifth believed their situation was worse.
- Financial problems were the most frequently reported difficulty. However, few families reported severe hardship such as not being able to buy enough food.
- More families reported positive than negative experiences for their children.

Comparison Time Limit and Closed Cases

To further understand what happened to closed TANF cases, VDSS research and statistics staff in collaboration with Dr. Carole Kuhns and Ms. Barbara Guglielmo from Virginia Tech analyzed the difference between selected findings of the time limit and closed case studies. The time limit and the closed case surveys were conducted with the same survey instrument. By selecting cases from the closed case study that came from the same geographical areas as the time limit cases it was possible to conduct some comparative analysis for the two groups.

Key similarities include:

- Most (over 85%) had worked at some time since their case closed;
- About one-third received child support; and
- Most were more likely to rely on family and friends than community services when they needed help.

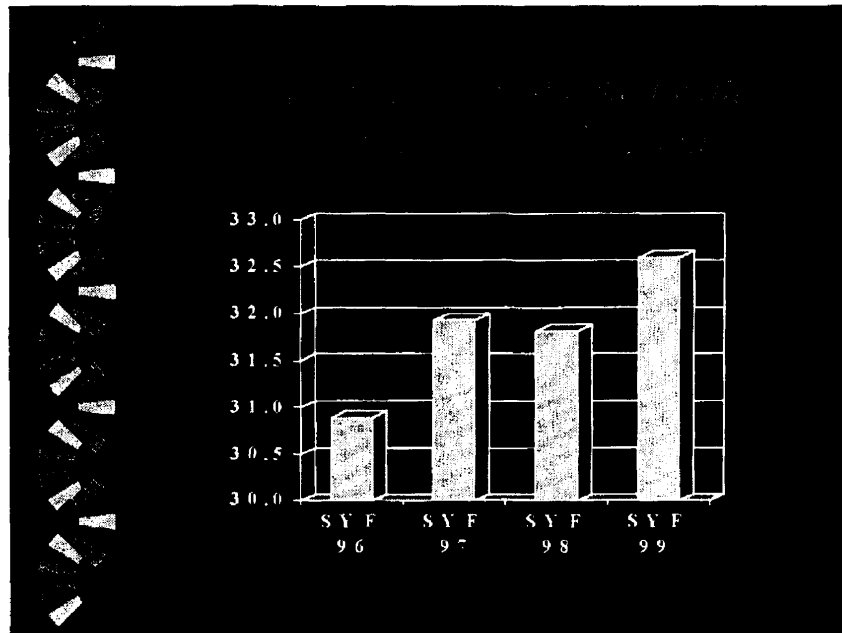
Key differences show that time limit cases were more likely to be families with two or more children. They also, on average, had older children than the closed case families. Time Limit cases also tend to be somewhat more dependent on Food Stamps. On the other hand, the closed cases were more likely to demonstrate their independence by working full-time, earning higher average wages, receiving higher average child support payments, and more frequently asking for help from family, friend, and non-benefit program community resources.

VIP/VIEW Outcome Measures

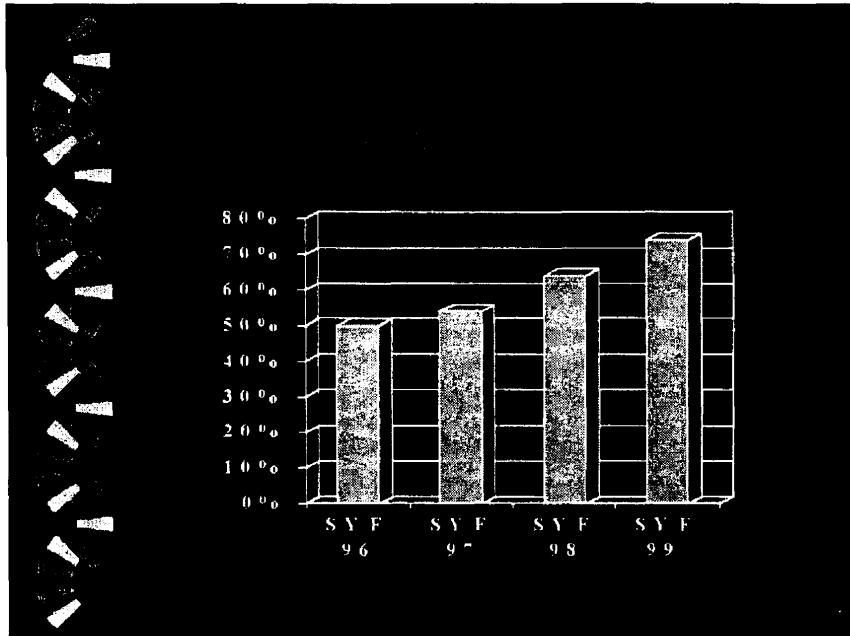
House Bill 2001 as passed by the 1995 General Assembly required that VIP/VIEW outcome measures be defined and reported on annually. (See Appendix A for a copy of House Bill 2001.) The outcome measures cover employment, earnings, program sanctions and supportive services. For SFY 99 the outcome measures 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 four state fiscal years (96, 97, 98 and 99):

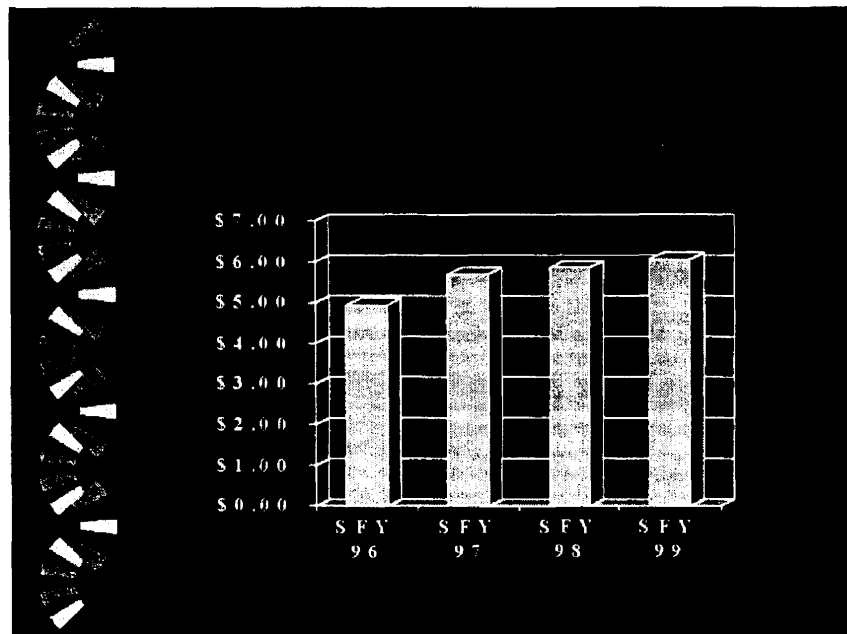
- The average number of hours worked rose from 30.89 in SFY 96, to 31.93 in SFY 97, dropped slightly to 31.81 hours per week in SFY 98 and rose to 32.6 hours per week in SFY 99;



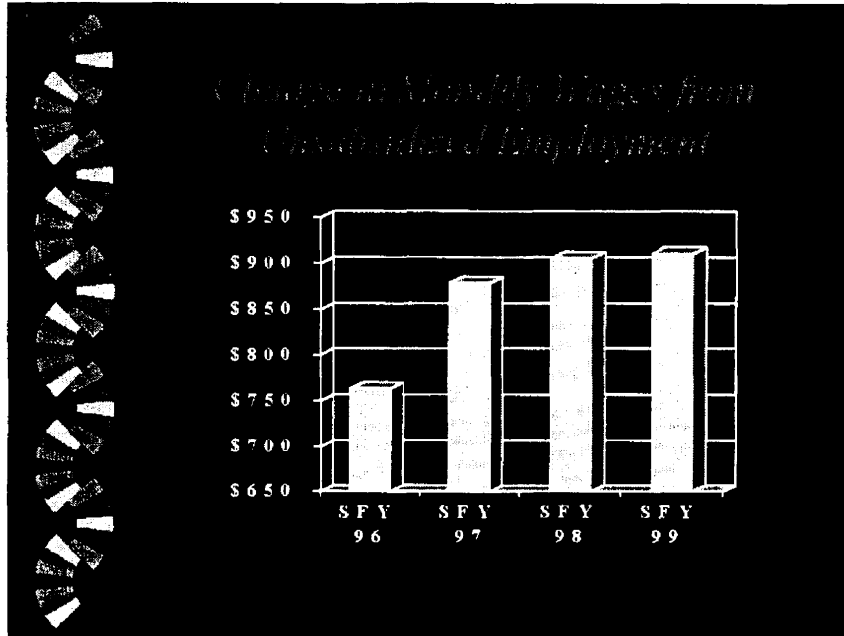
- There was an increase in the percent of VIEW participants who worked in unsubsidized employment: from 50 percent in SFY 96, to 54 percent in SFY 97, to 64 percent in SFY 98, to 74 percent in SFY 99;



- 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, to \$5.85 per hour in SFY 98, and to \$6.07 in SFY 99;



- 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, to \$906 in SFY 98, and to \$911 in SFY 99.



During SFY 99:

- 16 percent of VIEW participants were enrolled in CWEP – a slight increase from the 11 percent in SFY 98; and
- 43 percent of VIEW cases left TANF with unsubsidized employment – an increase from the 34 percent that left with unsubsidized employment in SFY 98.

During the four program years, SFY 96, 97, 98, and 99:

- 62 percent of employed VIEW participants retained employment for at least six months beyond the closure of their TANF cases by the end of SFY 99;
- 71 percent of the cases that left TANF with employment did not return to TANF within 12 months;
- A total of 4,739 TANF recipients received VIEW transitional child care; and
- Transportation and other supportive services, totaling \$17.9 million 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 B for each locality in the state. Tables 1 to 4 cover both **statewide** and **locality specific** data for SFY 99. Table 5 covers statewide and locality specific data for the full four years of program implementation because these variables require elapsed time. A statewide summary of the outcome measures for SFY 99 and the four program years 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, Column A)**

For SFY 99 an estimated total of 747 TANF cases were sanctioned for failure to cooperate with establishing paternity.

For SFY 96, 97, 98, and 99 combined, an estimated total of 4,499 TANF cases received this sanction.

(Estimates are based on the actual number of closures and an estimated number of deletions based on data from May through August 1998. 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 attend school regularly. (Table 1, Column B)**

For SFY 99 a total of 832 TANF cases were sanctioned for failure to comply with compulsory school attendance policy.

For SFY 96, 97, 98, and 99 combined, a total of 2,953 TANF cases received this sanction.

(Estimates are based on the actual number of closures and an estimated number of deletions based on data from May through August 1998. 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, Column C)**

For SFY 99 an estimated total of 5,536 TANF cases referred to VIEW were terminated for failure to participate in VIEW.

For SFY 96, 97, 98, and 99 combined, an estimated total of 19,446 TANF cases were terminated for failure to participate in VIEW.

(The estimate was based on the number of referred or mandatory VIEW TANF adults that were removed from the TANF grant and their VIEW clock is still active. 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, Column D)**

For SFY 99 a total of 2,262 cases were sanctioned for failure to sign the personal responsibility agreement.

For SFY 96, 97, 98, and 99 combined, a total of 7,084 cases received this sanction.

- **Number and percent of TANF applicants who received Diversionary Assistance. (Table 1, Column E)**

A total of 1,088 cases received Diversionary Assistance payments during SFY 99.

A total of 2,859 cases received Diversionary Assistance payments during SFY 96, 97, 98, and 99.

(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, Column F)**

When cases receive Diversionary Assistance they have a period of ineligibility for TANF benefits up to 160 days. Of the 1,088 SFY 99 Diversionary Assistance cases 894 cases were past their period of ineligibility and 85 percent did not apply for TANF benefits.

Of the 2,859 SFY 96, 97, 98, and 99 Diversionary Assistance cases, 2,665 cases were past their period of ineligibility and 76 percent applied for and were approved for TANF benefits.

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

During SFY 99, of the 30,467 TANF cases that enrolled in VIEW a total of 22,524, or 74 percent, of the VIEW enrollees were employed in subsidized jobs during SFY 99.

For SFY 96, 97, 98, and 99 combined, 44,893 TANF cases were referred to VIEW. Of these, 31,688 or 80 percent enrolled in VIEW.

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

On average, the 22,524 VIEW enrollees employed in unsubsidized jobs during SFY 99 worked 32.60 hours per week.

On average, the 31,688 VIEW enrollees employed in unsubsidized jobs worked 32.54 hours per week during SFY 96, 97, 98, and 99, 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 E)**

Hourly rates of pay averaged \$6.07 for the 22,524 VIEW enrollees employed in unsubsidized jobs during SFY 99.

Hourly rates of pay averaged \$6.04 for the 31,688 VIEW enrollees employed in unsubsidized jobs during SFY 96, 97, 98, and 99.

(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). (Table 3, Columns A, B, and C)**

During SFY 99, of the 30,467 TANF cases that enrolled in VIEW a total of 4,798 or 16 percent participated in CWEP.

During SFY 96, 97, 98, and 99, of the 44,893 TANF cases that enrolled in VIEW a total of 6,740 or 15 percent participated in CWEP.

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

A total of 9,580, or 43 percent of the VIEW cases with employment closed their TANF cases and had employment when they closed their case during SFY 99.

A total of 18,866, or 60 percent of the VIEW cases with employment closed their TANF cases and had employment when they closed their case during SFY 96, 97, 98, and 99.

(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 employment. (Table 3, Column G)**

Monthly wages averaged \$911 for VIEW employed participants who left TANF during SFY 99.

Monthly wages averaged \$899 for VIEW employed participants who left TANF during SFY 96, 97, 98, and 99.

(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 B and C)**

A total of 10,253, or 46 percent, of employed VIEW participants received child day care services during SFY 99.

A total of 16,645, or 53 percent, of employed VIEW participants received child day care services during SFY 96, 97, 98, and 99.

- **Number of VIEW recipients using transitional Child Day Care Assistance. (Table 4, Column D)**

A total of 4,739 TANF recipients received VIEW transitional day care during SFY99.

A total of 5,989 TANF recipients received VIEW transitional day care during SFY 96, 97, 98, and 99.

- **Number and percent of VIEW cases who received Disregards.**

No data is reported on this outcome measure because all VIEW employed cases are offered and eligible for income disregards, however, some cases close before they actually receive an income disregard.

- **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 15,984 VIEW participants who left TANF with unsubsidized employment during the first 42 months of the VIP/VIEW program, and 9,983, or 62 percent, of them retained employment for at least six months by the end of SFY 99.

(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 11,949 TANF cases that left TANF during SFY 96, 97, 98, and 99 with unsubsidized employment during the first 36 months, 8,519 cases, or 71 percent did not return to 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 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 \$4.2 million for transportation and \$ 13.7 million for other supportive services.

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

Data on this outcome measure is not currently available.

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

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. Four years later, we do know. That is not to say that the program is perfect or there have not been bumps in the road, 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, particularly to those who need it most - the "hard-to-serve."

With the implementation of welfare reform has come the recognition that a large proportion of TANF recipients have multiple barriers to employment. The barriers directly affect the efforts of these recipients to secure and maintain private sector employment. Item 404 (4c) of the 1999 Appropriation Act requires the Virginia Department of Social Services (VDSS) to develop and implement a comprehensive plan for serving participants in the VIEW program who have difficulty in finding and maintaining employment. VDSS is developing a plan for identifying and serving the "hard-to-serve."

Appendix A - House Bill 2001

[summary](#) | [pdf](#)**CHAPTER 450**

An Act to amend and reenact § 63.1-105, as it is currently effective and as it may become effective, § 63.1-105.1, §§ 63.1-133.41 through 63.1-133.55, and § 63.1-251 of the Code of Virginia and to amend the Code of Virginia by adding sections numbered 63.1-105.3 through 63.1-105.7, relating to aid to families with dependent children and the Virginia Independence Program.

[H 2001]

Approved March 20, 1995

Be it enacted by the General Assembly of Virginia:

1. That § 63.1-105, as it is currently effective and as it may become effective, § 63.1-105.1, §§ 63.1-133.41 through 63.1-133.55 and § 63.1-251 of the Code of Virginia are amended and reenacted and that the Code of Virginia is amended by adding sections numbered 63.1-105.3 through 63.1-105.7 as follows:

§ 63.1-105. Eligibility for aid to dependent children.

A person shall be eligible for aid to families with dependent children ~~if~~ *that person*:

- ~~(a)~~ 1. Has not attained the age of eighteen years, or, if regularly attending a secondary school or in the equivalent level of vocational or technical training, has not attained the age of nineteen years and is reasonably expected to complete his senior year of school prior to attaining age nineteen;
- ~~(b)~~ 2. Is a resident of Virginia;
- ~~(c)~~ 3. Is deprived of parental support or care by reason of the death, continued absence from home, or physical or mental incapacity of a parent;
- ~~(d)~~ 4. Is living with his father, mother, grandfather, grandmother, brother, sister, stepfather, stepmother, stepbrother, stepsister, uncle, aunt, first cousin, nephew, or niece in a place of residence maintained by one or more of such relatives as his or their own home or is in placement under conditions specified by the State Board; ~~and~~
- ~~(e)~~ 5. Is in need of public assistance; *and*
- 6. *If under the age of eighteen years, is in compliance with compulsory school attendance laws (§ 22.1-254 et seq.) as described in § 63.1-105.4.*

Notwithstanding the provisions of subdivision ~~(c)~~ 3 above, the State Board may determine, by rule and regulation, the conditions under which a child who is deprived of adequate support by reason of the unemployment of one or both of his parents shall be eligible for aid and assistance under this chapter if all other eligibility requirements have been met. The welfare of the child shall be the paramount consideration and the presence of an unemployed parent in the home shall not in and of itself deprive such child of necessary aid and assistance under this chapter. *To the extent permissible under federal law, AFDC shall be provided to needy two-parent families on the same terms and conditions that AFDC is provided to single-parent families.*

Additionally, notwithstanding the provisions of subdivision ~~(c)~~ 3 above and according to regulations promulgated by the Board, the parent of an eligible child or children who is married to a person not the parent of said child or children shall not be eligible for Aid to Families with Dependent Children (AFDC)

if the parent's spouse's income, when deemed available to the family unit according to federal regulations, in and of itself, exceeds the state eligibility standard for such aid. However, eligibility for said child or children shall be considered by counting the income of such parent and child or children, and any portion of the parent's spouse's income which exceeds 150 percent of the federal poverty level for the spouse and parent. If the income of the parent's spouse which is deemed available does not, in and of itself, exceed the state eligibility standard for AFDC, none of the spouse's income will be counted as available to the family unit, and eligibility will be determined considering only the income, if any, of the parent and said child or children. If the said parent fails or refuses to cooperate with the Department's Division of Child Support Enforcement in the pursuit of child support, the income of the parent's current spouse will be counted in accordance with federal regulations in determining eligibility for AFDC for the parent's child or children.

§ 63.1-105. (Delayed effective date) Eligibility for aid to families with dependent children.

A person shall be eligible for aid to families with dependent children if ~~he~~ *that person*:

1. Has not attained the age of eighteen years, or, if regularly attending a secondary school or in the equivalent level of vocational or technical training, has not attained the age of nineteen years and is reasonably expected to complete his senior year of school prior to attaining age nineteen;
2. Is a resident of Virginia;
3. Is deprived of parental support or care by reason of the death, continued absence from home, or physical or mental incapacity of a parent;
4. Is living with his father, mother, grandfather, grandmother, brother, sister, stepfather, stepmother, stepbrother, stepsister, uncle, aunt, first cousin, nephew, or niece in a place of residence maintained by one or more of such relatives as his or their own home or is in placement under conditions specified by the State Board; ~~and~~
5. Is in need of public assistance; *and*
6. *If under the age of eighteen years, is in compliance with compulsory school attendance laws (§ 22.1-254 et seq.) as described in § 63.1-105.4.*

Notwithstanding the provisions of subdivision 3 above, the State Board may determine, by regulation, the conditions under which a child who is deprived of adequate support by reason of the unemployment of one or both of his parents shall be eligible for aid and assistance under this chapter if all other eligibility requirements have been met. The welfare of the child shall be the paramount consideration and the presence of an unemployed parent in the home shall not in and of itself deprive such child of necessary aid and assistance under this chapter. *To the extent permissible under federal law, AFDC shall be provided to needy two-parent families on the same terms and conditions that AFDC is provided to single-parent families.*

Additionally, notwithstanding the provisions of subdivision 3 above and according to regulations promulgated by the Board, the parent of an eligible child or children who is married to a person not the parent of the child or children shall not be eligible for Aid to Families with Dependent Children (AFDC) if the parent's spouse's income, when deemed available to the family unit according to federal regulations, in and of itself, exceeds the state eligibility standard for such aid. However, eligibility for the child or children shall be considered by counting the income of such parent and child or children, and any portion of the parent's spouse's income which exceeds 150 percent of the federal poverty level for the spouse and parent. If the income of the parent's spouse which is deemed available does not, in and of itself, exceed the

state eligibility standard for AFDC, none of the spouse's income shall be counted as available to the family unit, and eligibility shall be determined considering only the income, if any, of the parent and the child or children. If the parent fails or refuses to cooperate with the Department's Division of Child Support Enforcement in the pursuit of child support, the income of the parent's current spouse shall be counted in accordance with federal regulations in determining eligibility for AFDC for the parent's child or children.

§ 63.1-105.1. Eligibility for payments for aid to families with dependent children.

A. To be eligible for payments for aid to families with dependent children, an applicant or recipient shall:

1. Furnish, apply for or have an application made in his behalf, *and in behalf of all children for whom assistance is being requested*, for; a social security account number to be used in the administration of the program;
2. Assign the Commonwealth any rights to support from any other person such applicant may have in his own behalf or in behalf of any other family member for whom the applicant is applying for or receiving aid and which have accrued at the time such assignment is executed;
3. Identify the parents of the child for whom aid is claimed, subject to the "good cause" provisions or exceptions in federal law or regulations. However, this requirement shall not apply if the ~~applicant or recipient submits a statement under penalty of perjury that the identity of the parent is not reasonably ascertainable and the local department of social services is aware of no other evidence which would refute such statement~~ *child is in a foster care placement*; and
4. Cooperate in (i) locating the parent of the child with respect to whom aid is claimed, (ii) establishing the paternity of a child born out of wedlock with respect to whom aid is claimed, (iii) obtaining support payments for such applicant or recipient and for a child with respect to whom aid is claimed and (iv) obtaining any other payments or property due such applicant or recipient of such child.

B. Any applicant or recipient who intentionally misidentifies another person as a parent shall be guilty of perjury and, upon conviction therefor, shall be punished in accordance with § 18.2-434.

C. If paternity is not established after six months of receipt of AFDC, the local department may suspend the entire grant or the adult portion of the grant, subject to regulations promulgated by the State Board, in cases where the local department determines that the recipient is not cooperating in the establishment of paternity.

§ 63.1-105.3 *Diversionsary cash assistance.*

The State Board shall promulgate regulations to enable AFDC eligible applicants meeting certain criteria to receive at one time the maximum AFDC cash assistance which the applicant would otherwise receive for a period up to 120 days. An individual may receive diversionsary AFDC cash assistance only one time in a sixty-month period and, in so doing, waives his eligibility for AFDC for a period of up to 160 days. Diversionsary assistance shall be used to divert the family from receiving ongoing AFDC cash assistance by providing assistance for one-time emergencies.

§ 63.1-105.4. *Eligibility for aid to families with dependent children; school attendance.*

In order to be eligible for AFDC, members of the assistance unit, including minor custodial parents, shall be in compliance with compulsory school attendance laws (§ 22.1-254 et seq.). The State Board shall promulgate regulations to implement the provisions of this section, including procedures for local social

services departments to (i) receive notification from local school divisions of students who are truant and (ii) assist families in noncompliance to achieve compliance. An applicant for or recipient of AFDC or any member of his assistance unit who has been found guilty under § 22.1-263 shall not be eligible for AFDC financial assistance until in compliance with compulsory school attendance laws. Any person who becomes ineligible for AFDC financial assistance as a result of this section shall nonetheless be considered an AFDC recipient for all other purposes, including Medicaid eligibility.

§ 63.1-105.5. Minor noncustodial parents whose child receives AFDC; child support obligations.

If a minor noncustodial parent whose child receives AFDC is not in compliance with compulsory school attendance laws (§ 22.1-254 et seq.), he shall be required to pay child support as if he were an adult, and child support shall be collected as provided in Chapter 13 (§ 63.1-249 et seq.) of Title 63.1.

§ 63.1-105.6. Minor parent residency.

A. Except as provided in subsection B, an unemancipated minor custodial parent may receive AFDC for himself and his child only if the individual and his child reside in the home maintained by his parent or person standing in loco parentis. For purposes of AFDC eligibility determination, a minor who receives government-provided public assistance is not considered emancipated unless married.

B. The provisions of subsection A shall not apply if:

1. The individual has no parent or person standing in loco parentis who is living or whose whereabouts are known;
2. The local department of social services determines that the physical or emotional health or safety of the individual or his dependent child would be jeopardized if the individual and dependent child lived in the same residence with the individual's parent or the person standing in loco parentis for the individual;
3. The local department of social services otherwise determines, in accordance with regulations promulgated by the State Board, that there is good cause for waiving the requirements of subsection A.

C. If the individual and his dependent child are not required to live with the individual's parent or the person standing in loco parentis for the individual, the local department of social services shall assist the individual in locating an appropriate adult supervised supportive living arrangement taking into consideration the needs and concerns of the minor and thereafter shall require that the individual and his child reside in such living arrangement or an alternative appropriate arrangement as a condition of the continued receipt of AFDC. If the local department of social services is unable, after making diligent efforts, to locate any such appropriate living arrangement, it shall provide case management and other social services consistent with the best interests of the individual and child who live independently.

§ 63.1-105.7. Limitation on AFDC benefits.

Notwithstanding the provisions of § 63.1-105 and the AFDC program regulations, the State Board shall revise the schedule of AFDC financial assistance to be paid to a family by eliminating the increment in AFDC benefits to which a family would otherwise be eligible as a result of the birth of a child during the period of AFDC eligibility or during the period in which the family or adult recipient is ineligible for AFDC benefits pursuant to a penalty imposed by the Commissioner for failure to comply with benefit eligibility or child support requirements, subsequent to which the family or adult recipient is again eligible for benefits. The State Board shall provide that a recipient family in which the mother gives birth to an additional child during the period of the mother's eligibility for AFDC financial assistance, or during a

temporary penalty period of ineligibility for financial assistance, may receive additional financial assistance only in the case of a general increase in the amount of AFDC financial assistance which is provided to all AFDC recipients. Applicants shall receive notice of the provisions of this section at the time of application for AFDC. AFDC recipients shall receive notice of the provisions of this section within sixty days of the effective date of regulations implementing this section. This section shall not apply to legal guardians, foster parents, grandparents, or other persons in loco parentis who are not the biological or adoptive parents of the child.

There shall be no elimination of the increment in benefits for (i) ten months after the effective date of this section or (ii) children born within ten months after the mother begins to receive AFDC.

A single custodial parent who does not receive additional AFDC financial assistance for the birth of a child pursuant to this section shall receive the total value of all child support payments due and collected for such child, and the value of such payments shall not be counted as income for the purposes of AFDC eligibility and grant determination.

§ 63.1-133.41. (Delayed effective date) Virginia Independence Program (VIP); purpose; administration.

There is hereby created the Virginia Independence Program, hereinafter in this chapter referred to as the "Program." *The Job Opportunities and Basic Skills Training Program shall be implemented in the Commonwealth as the Virginia Independence Program and the Virginia Initiative for Employment not Welfare.*

The goals of the Program are to:

1. Offer Virginians living in poverty the opportunity to achieve economic independence by removing barriers and disincentives to work and providing positive incentives to work;
2. Provide Virginia families living in poverty with the opportunities and work skills necessary for self-sufficiency;
3. Allow Virginia families living in poverty to contribute materially to their own self-sufficiency;
4. Set out the responsibilities of and expectations for recipients of public assistance and the government; and
5. Provide Virginia families living in poverty with the opportunity to ~~participate in a community~~ *obtain* work experience through the Virginia Initiative for Employment Not Welfare (VIEW).

~~The Program shall recognize clearly defined reciprocal responsibilities and obligations on the part of both parents and government and shall include an agreement of mutual responsibility requiring intensive case management, supportive and transitional services for families; earned income disregards which reduce work disincentives; specific responsibilities for participating families; a limit on AFDC financial assistance for recipients who bear children while receiving AFDC; and a one-year limit on the receipt of AFDC financial assistance by a family.~~

~~The agreement shall recognize that not all recipients will find independent employment within one year. The Program therefore includes a community work experience option, VIEW, for up to one additional year. The Program also includes objective criteria for extending VIEW participation, in extraordinary and limited cases.~~

None of the provisions of this chapter shall be construed or interpreted to create any rights, causes of action, administrative claims or exemptions to the provisions of the Program, except as specifically provided in §§ 63.1-133.43, 63.1-133.48, 63.1-133.51 and 63.1-133.53.

The Department of Social Services (the Department) shall administer the Program, ~~which is to be phased in statewide commencing July 1, 1994.~~ The Department shall be assisted by the Department of Economic Development, the Virginia Employment Commission and the Governor's Employment and Training Department.

§ 63.1-133.42. (Delayed effective date) Definitions.

For purposes of this chapter, unless the context otherwise clearly requires:

"AFDC" means Aid to Families with Dependent Children.

"Agreement" means the written individualized agreement of ~~mutual~~ *personal* responsibility required by this chapter.

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

~~"Control group" means a subset of families who are not Program participants who receive AFDC in accordance with regulations in effect prior to the effective date of this act and who are statistically matched with families who are Program participants.~~

~~"Independent employment" means employment that is not VIEW employment.~~

"Intensive case management" means individualized services provided by a properly trained case manager.

~~"Participating family" means an assistance unit including a parent who participates in the Program; including services and requirements authorized by this chapter.~~

§ 63.1-133.43. (Delayed effective date) Participant eligibility.

*All recipients of AFDC shall be required to participate in the Program, ~~except that.~~ The following families shall not be required to participate in any of the *employment* provisions of the Program and shall remain eligible for AFDC financial assistance:*

~~1. Single-parent families in which the parent is temporarily or permanently disabled or two-parent families where both parents are temporarily or permanently disabled, as disabled is defined by State Board of Social Services (State Board) regulation; including parents who become temporarily or permanently disabled while they are Program participants.~~

~~2. Families in which the parent is needed to care for a temporarily or permanently disabled child or spouse, as disabled is defined by State Board regulation.~~

~~3. Families in which the parent is under the age of twenty years and is attending an educational or training program on a full-time basis.~~

1. Any individual, including all minor caretakers, under sixteen years of age;

2. *Any individual at least sixteen, but no more than nineteen years of age, who is enrolled full-time in elementary or secondary school, including vocational or technical school programs. The vocational or technical school must be equivalent to secondary school. Once the individual loses this exemption, he cannot requalify for the exemption, even if he returns to school, unless the case is closed and reopened or he becomes exempt for another reason. Whenever feasible, such recipients should participate in summer work;*
3. *Any individual who is unable to participate because of a temporary medical condition that is preventing entry into employment or training, as determined by a physician and certified by a written medical statement. Such an exemption shall be reevaluated every sixty days to determine whether the person is still exempt;*
4. *Any individual who is incapacitated, as determined by receipt of Social Security Disability Benefits or Supplemental Security Income. This exemption shall not be granted to either parent in an AFDC-UP case; eligibility shall be evaluated for regular AFDC on the basis of the parent's incapacity;*
5. *Any individual sixty years of age or older;*
6. *Any individual who is the sole caregiver of another member of the household who is incapacitated as determined by receipt of Social Security Disability Benefits or Supplemental Security Income or another condition as determined by the State Board and whose presence is essential for the care of the other member on a substantially continuous basis;*
7. *A parent or caretaker-relative of a child under eighteen months of age who personally provides care for the child. A parent of a child not considered part of the AFDC assistance unit under § 63.1-105.7 may be granted a temporary exemption of not more than six weeks after the birth of such child;*
8. *A female who is in her fourth through ninth month of pregnancy as determined by a written medical statement provided by a physician;*
9. *Children receiving AFDC-Foster Care;*
4. 10. Families where the primary caretakers of a child or children are legal guardians, grandparents, foster parents, or other persons standing in loco parentis and are not the adoptive or biological parents of the child.

In an AFDC-UP case, both parents shall be referred for participation unless one meets an exemption; only one parent can be exempt. If both parents meet an exemption criterion, they shall decide who will be referred for participation.

§ 63.1-133.44. (Delayed effective date) Advisory Commission on Welfare Reform.

There is hereby established the Advisory Commission on Welfare Reform, which shall be convened by the Secretary of Health and Human Resources.

The Advisory Commission shall have the following duties:

1. Serve, through recommendations to the Governor, as a catalyst for generating a pool of jobs for participants in the Virginia Independence Program.

2. Provide evaluation and feedback to the Governor on incentives designed to promote business participation in the Virginia Independence Program.

The chairman, vice chairman and members of the Commission, except for members of the General Assembly, shall be appointed by the Governor and shall serve at his pleasure. The Commission shall consist of twenty-four appointed members, including two members of the Virginia Senate, to be appointed by the Senate Committee on Privileges and Elections; three members of the Virginia House of Delegates, to be appointed by the Speaker of the House of Delegates; thirteen representatives of the business community, *including two representatives of labor*; two current and one former recipient of AFDC; one representative of the Virginia Municipal League; one representative of the Virginia Association of Counties; and one representative of the Virginia League of Social Service Executives *and the Secretaries of Health and Human Resources, Education, Public Safety and Commerce and Trade shall serve as ex officio members.*

§ 63.1-133.45. (Delayed effective date) Participation; coordinated services.

A. In administering the Program, the Department shall ensure that local departments of social services provide delivery and coordination of all services through intensive case management. Program participants shall be referred to a case manager. The case manager shall fully explain the Program to the participant and shall provide the participant with written materials explaining the Program.

~~B. There shall be a written individualized agreement of mutual responsibility for each participating family which shall be developed with the full involvement of the family. The agreement shall set out the responsibilities of and expectations for Program participants and the responsibilities and obligations of the government, including services to be provided to the participating family. The agreement shall identify specific education, training or employment activities that will direct a participant towards self-sufficiency. The agreement shall be in a format developed for statewide use, provide a mechanism for revisions and amendments based on changed circumstances and notify participating families of their right to appeal the contents of the agreement and their other appeal rights under this chapter. Services required by the agreement of mutual responsibility shall be offered according to the timetable established in the agreement to enable members of the family to achieve self-sufficiency and to carry out their personal and family responsibilities.~~

The Department shall assist local departments in improving the delivery of services, including intensive case management, through the utilization of public, private and non-profit organizations, to the extent permissible under federal law.

C. The Department shall be responsible for the coordination of the intensive case management. Job training shall be facilitated by the Governor's Employment and Training Department. Job finding and job matching leading to independent employment shall be facilitated by the Virginia Employment Commission and the Department of Economic Development.

D. The Secretary of Health and Human Resources, assisted by the Secretary of Commerce and Trade, shall prepare and maintain an annual plan for coordinating and integrating all appropriate services in order to promote successful outcomes. The plan shall encourage the use of local and regional service providers and permit a variety of methods of providing services. Emphasis shall be placed on coordinating and integrating career counseling, job development, job training and skills, job placement, and academic and technical education. Public and private institutions of higher education and other agencies which offer similar or related services shall be invited to participate as fully as possible in developing, implementing and updating the annual coordination plan.

E. The Secretary of Health and Human Resources shall:

1. Increase public awareness of the federal earned income credit and encourage families who may be eligible to apply for this tax credit.
2. Pursue aggressive child-support initiatives as established by the General Assembly.
3. Work with community providers to develop adoption, education, family planning, marriage, parenting, and training options for Program participants.
4. Increase public awareness of the tax advantages of relocating one's residence in order to secure employment.
5. Provide leadership for the development of community work experience opportunities in VIEW.
6. Develop strategies to educate, assist and stimulate employers to hire participants and to provide community work experience opportunities, in consultation with the Advisory Commission on Welfare Reform, representatives of employers, and other relevant public and private agencies on the state and local level.
7. Provide technical assistance to local departments of social services to assist them in working with employers in the community to develop job and community work experience opportunities for participants.

§ ~~63.1-133.46~~. (Delayed effective date) Case management; support services; transitional support services.

A. The Commissioner of Social Services, through the local departments of social services, with such funds as appropriated, shall offer services under the Job Opportunities and Basic Skills Training Program to all families participating in the Program.

B. The Commissioner of Social Services, through the local departments of social services, with such funds as appropriated, shall offer families participating in the Program intensive case management services throughout the family's participation in the Program. ~~To ensure the delivery of intensive case management services, the caseload of any case manager shall not exceed forty-five families.~~ Case management services shall include initial assessment of the full range of services that will be needed by each family including testing and evaluation, development of the individualized agreement of ~~mutual~~ personal responsibility, and periodic reassessment of service needs and the agreement of ~~mutual~~ personal responsibility. *It shall be the goal of the Department to have a statewide intensive case management ratio not higher than the prevailing statewide average ratio in the JOBS Program in Virginia as the ratio exists in the JOBS Program on the date of enactment of this act. The Department shall seek to achieve this goal during the first year of implementation. By December 1, 1996, the Commissioner shall develop and submit a report to the Governor and General Assembly concerning the establishment of a classification system for caseload management in the Program. The Department shall include in its annual report to the Governor and General Assembly an evaluation of program effectiveness statewide and by locality, including an evaluation of case management services.* Pursuant to regulations promulgated by the State Board, the following services shall be provided to participating families if needed:-

~~1. Day care for the children of Program participants if:-~~

~~a. The participant is employed and day care services are essential to the continued employment of the participant;-~~

~~b. Day-care services are required to enable a participant to receive job placement, job training or education services;~~

~~e. The participant is participating in VIEW, and day-care services are essential to continued participation; or~~

~~d. The participant is otherwise eligible for day care pursuant to State Board regulations.~~

~~2. Day care for the children of former Program participants under Virginia's State Plan for Supportive Services (Title IV A/F) including (i) up to twelve months of transitional day care and (ii) "at risk" day care subject to the Plan's sliding fee scale. Parents who are employed at least twenty-five hours a week may use day care for job placement, job training or education activities as well as work.~~

~~3. Transportation which will enable parental employment, participation in services indicated by the agreement of mutual responsibility, and participation in VIEW.~~

~~4. Job counseling, education and training, and job search assistance consistent with the purposes of this chapter.~~

~~5. Medical assistance, including transitional medical assistance for thirty-six months for families with a working parent who becomes ineligible for AFDC financial assistance due to increased earnings, unless (i) affordable medical insurance providing comparable coverage is available through the parent's employer or (ii) family income exceeds 185 percent of the federal poverty level. Families who would otherwise be eligible for Medicaid shall continue to receive medical assistance services, even if they are not eligible for AFDC financial assistance.~~

~~6. Other services identified by the case manager as necessary and appropriate to fulfill the agreement of mutual responsibility and the goals of this chapter.~~

C. Local departments of social services are authorized to provide services to VIEW families throughout the family's participation in VIEW subject to regulations promulgated by the State Board, including:

1. Day care for the children of participants if:

a. The participant is employed and day-care services are essential to the continued employment of the participant;

b. Day-care services are required to enable a participant to receive job placement, job training or education services; or

c. The participant is otherwise eligible for day care pursuant to State Board regulations.

2. Transportation which will enable parental employment or participation in services required by the agreement of personal responsibility.

3. Job counseling, education and training, and job search assistance consistent with the purposes of VIEW.

4. Medical assistance.

D. A participant whose AFDC financial assistance is terminated, either voluntarily or involuntarily, shall receive the following services for up to twelve months after termination, if needed:

- 1. Assistance with child day care if such assistance enables the individual to work;*
- 2. Assistance with transportation, if such transportation enables the individual to work; and*
- 3. Medical assistance, including transitional medical assistance for families with a working parent who becomes ineligible for AFDC financial assistance because of increased earnings, unless (i) medical insurance is available through the parent's employer or (ii) family income exceeds 185 percent of the federal poverty level.*

E. Nothing in this section shall be construed or interpreted to create a cause of action or administrative claim based upon a right or entitlement to any specific services or an exemption or waiver from any provision of this Program.

§ ~~63.1-133.47~~. (Delayed effective date) Financial eligibility and benefit levels.

A. The State Board of Social Services shall promulgate regulations to determine financial eligibility and benefit levels for participating families as follows:

~~1. To reward work, a participating family that has earned income from any source other than VIEW, may continue to receive AFDC financial assistance for up to two years from the date that both parties initially sign the agreement. However, in no event shall the AFDC payment when added to the earned income exceed such percentage of the federal poverty level as is established by the Commissioner, and if necessary any AFDC payment shall be reduced so that earned income plus the AFDC payment equals such percentage of the federal poverty level as is established by the Commissioner.~~

~~2. Incentive payments may be made to participating families for completing parenting education programs, obtaining childhood immunizations or reaching other benchmarks set forth in the agreement of mutual responsibility. Any such payments shall be disregarded in determining a participating family's continued financial eligibility for AFDC and AFDC benefit level.~~

B. Participating families shall be eligible for the following income disregards and resource exclusions:

1. The fair market value, not to exceed \$ 7,500, of one operable motor vehicle per family.
2. Those allowed by §§ ~~63.1-105~~ and ~~63.1-110~~.

§ ~~63.1-133.48~~. (Delayed effective date) Waivers for certain mothers.

~~A. Notwithstanding the provisions of § ~~63.1-105~~ and the AFDC program regulations promulgated by the State Board of Social Services, the State Board shall revise the schedule of AFDC financial assistance to be paid to a participating family by eliminating the increment in AFDC benefits to which a family would otherwise be eligible as a result of the birth of a child during or up to twelve months after the period in which the family participates in the Program, or during the period in which the family or adult recipient is ineligible for AFDC benefits pursuant to a penalty imposed by the Commissioner for failure to comply with benefit eligibility or child support requirements, subsequent to which the family or adult recipient is again eligible for benefits. The State Board shall provide that a recipient family in which the Program participant gives birth to an additional child during the period of the mother's eligibility for AFDC financial assistance, or during a temporary penalty period of ineligibility for financial assistance, may~~

~~receive additional financial assistance only in the case of a general increase in the amount of AFDC financial assistance which is provided to all AFDC recipients. Program participants shall receive notice of this provision at the time the agreement is signed by both parties. This provision shall not apply to legal guardians, foster parents, grandparents, or other persons in loco parentis who are not the biological or adoptive parents of the child.~~

~~The State Board shall provide that there shall be no elimination of the increment in benefits for (i) ten months after the effective date of the receipt of federal waivers, or July 1, 1994, whichever is later, or (ii) children born within ten months after the Program participant and the local department initially sign the agreement.~~

~~The provisions of this subsection shall expire two years after the receipt of the federal waivers necessary to implement this chapter.~~

~~B. Single-parent families in which the mother is in her third trimester of pregnancy, or where, upon a physician's written statement, participation would be deleterious to the health of the pregnant woman or to her child after birth, or in which the parent has a child under the age of eighteen months, shall be granted a waiver from the two-year time limit on Program participation and shall not be required to participate in VIEW. The waiver period shall not extend beyond the third trimester of pregnancy through the child's eighteen month birthday. Waivers granted for reasons of medical necessity as documented by a physician's written statement shall not extend beyond the period of medical necessity. Such recipients shall receive intensive case management throughout the waiver period. If a recipient who has been granted a waiver gives birth to an additional child during the waiver period or during subsequent Program participation, there shall be no additional waiver.~~

§ ~~63.1-133.49~~. (Delayed effective date) Virginia Initiative for Employment Not Welfare (VIEW).

~~A. The Department shall establish and administer the Virginia Initiative for Employment Not Welfare (VIEW), which is a community work experience program for participants who have not secured independent employment after the first year of participation in the Program. Participation by a locality in VIEW shall be at the discretion of and at the option of the local governing body, to reduce long-term dependence on welfare, to emphasize personal responsibility and to enhance opportunities for personal initiative and self-sufficiency by promoting the value of work. The Department shall endeavor to develop placements for VIEW participants that will enable participants to develop job skills that are likely to result in independent employment and that take into consideration the proficiency, experience, skills and prior training of a participant. The State Board shall promulgate the necessary regulations and shall implement VIEW within 280 days of the enactment of this chapter.~~

VIEW shall recognize clearly defined responsibilities and obligations on the part of public assistance recipients and shall include a written agreement of personal responsibility requiring parents to participate in work activities while receiving AFDC, earned-income disregards to reduce disincentives to work, and a limit on AFDC financial assistance.

VIEW shall require all able-bodied recipients of AFDC who do not meet an exemption and who are not employed within ninety days of receipt of AFDC benefits to participate in a work activity. VIEW shall require eligible AFDC recipients to participate in unsubsidized, partially subsidized or fully subsidized employment and enter into an agreement of personal responsibility. If recipients cannot be placed in an unsubsidized or subsidized job, they shall be required to participate in a six-month community work experience placement. Upon completion of the initial six-month work requirement, participants may receive education and training in conjunction with continued work experience to make them more employable.

B. To the maximum extent permitted by federal law, and notwithstanding other provisions of Virginia law, the Department and local departments may, through applicable procurement laws and regulations, engage the services of public and private organizations to operate VIEW and to provide services incident to such operation.

C. All VIEW participants shall be under the direction and supervision of a case manager.

D. The Department shall ensure that participants are assigned to one of the following employment categories in priority order not less than ninety days after AFDC eligibility determination:

1. Unsubsidized private-sector employment;

2. Subsidized employment, as follows:

(a) The Department shall conduct a program in accordance with this section and any applicable federal waivers that shall be known as the Full Employment Program (FEP). FEP replaces AFDC and food stamp benefits with subsidized employment. Persons not able to find unsubsidized employment who are otherwise eligible for both AFDC and food stamp benefits shall participate in FEP unless exempted by this chapter. FEP will assign participants to and subsidize wage-paying private-sector jobs designed to increase the participants' self-sufficiency and improve their competitive position in the work force.

(b) The Department shall administer a wage fund, which shall be used exclusively to meet the necessary expenditures of FEP. Funds to operate FEP, drawn from funds appropriated for expenditure by or apportioned to Virginia for operation of the AFDC and food stamp programs, shall be deposited in this pool. All payments by the Department to participating employers for FEP participants shall be made from the pool.

(c) Participants in FEP shall be placed in full-time employment when appropriate and shall be paid by the employer at an hourly rate not less than the federal or state minimum wage, whichever is higher. For each participant hour worked, the Department shall reimburse the employer the amount of the federal or state minimum wage and costs up to the available amount of the participant's combined value of AFDC and food stamps. At no point shall a participant's spendable income received from wages and tax credits be less than the value of AFDC and food stamps received prior to the work placement.

(d) Every employer subject to the Virginia unemployment insurance tax shall be eligible for assignment of FEP participants, but no employer shall be required to utilize such participants. Employers may provide on-the-job training to the degree necessary for the participants to perform their duties. Employers shall ensure that jobs made available to FEP participants are in conformity with Section 3304 (a) (5) of the Federal Unemployment Tax Act, which requires that the job offered cannot be available as a result of a strike or labor dispute, that the job cannot require the employee to join nor prohibit the employee from joining a labor organization, and that FEP participants cannot be used to displace regular workers;

3. Part-time or temporary employment;

4. Community work experience as follows:

(a) The Department and local departments shall expand the community work experience program authorized under the Job Opportunity and Basic Skills Training Program (JOBS) to include job placement in community work experience programs which serve a useful public purpose as provided in § 482 (f) of the Social Security Act.

(b) The Department and local departments shall work with other state, regional and local agencies and governments in developing job placements. Placements shall be selected to provide skills and serve a public function. Program participants shall not displace regular workers.

(c) The number of hours per week for participants shall be determined by combining the total dollar amount of AFDC and food stamps and dividing by the minimum wage with a maximum of a work week of thirty-two-hours, of which up to eight hours of employment-related education and training may substitute for work experience employment.

E. Participants may be re-evaluated after a period determined by the local department and re-assigned to another work component. In addition, the number of hours worked may be reduced by the local department so that a participant may complete additional training and/or education to further his employability.

F. Local departments shall be authorized to sanction participants up to the full amount of the AFDC grant and food stamps allotment for noncompliance.

~~The Department shall endeavor to develop placements for VIEW participants that will enable participants to develop job skills that are likely to result in independent employment and that take into consideration the proficiency, experience, skills and prior training of a participant. The State Board shall provide guidelines regarding the development of VIEW jobs so that such jobs will best benefit the participant and the community, serve a useful purpose and not result in the displacement of persons currently employed. VIEW employment shall be under reasonable working conditions in an environment that complies with federal, state and local health and safety standards. The State Board shall promulgate regulations providing that a VIEW participant shall work a minimum of twenty hours and a maximum of forty hours per week in the VIEW program. Each participant shall be allowed to work sufficient hours in VIEW to earn VIEW wages at least equal to the combined value of the AFDC financial assistance and food stamp allotment to which he would otherwise be entitled. State Board regulations shall ensure that the participant and his case manager periodically evaluate the participant's ability to find independent employment. Participants in VIEW may engage in independent employment. Participants in VIEW shall be eligible for day care payments, transportation services and Medicaid coverage.~~

~~B. The following provisions shall be applicable to VIEW:-~~

~~1. Program participants shall be eligible to participate in VIEW ninety days after beginning the Program. A Program participant who has not secured independent employment and who is not participating in VIEW at the end of his first year of participation in the Program shall be provided with the opportunity to participate in VIEW.~~

~~2. Upon expiration of AFDC financial assistance or after one year, whichever is later, the Program participant is expected to have secured independent employment or be a VIEW participant.~~

~~3. VIEW wages shall be paid by the Commonwealth through the Department of Social Services. Wages shall equal the average prevailing AFDC payment plus food stamps divided by thirty hours a week or shall equal the federal minimum wage, whichever is greater.~~

~~4. VIEW income shall not be considered earned income with respect to § 63.1-133.47.~~

~~5. VIEW participants shall be under the direction and supervision of the case manager.~~

~~6. VIEW participation shall be limited to two years from the date the agreement is initially signed by both parties, unless a hardship exemption is granted.~~

7. G. VIEW participants shall not be assigned to projects which require that they travel unreasonable distances from their homes or remain away from their homes overnight without their consent.

~~8. Any injury to a VIEW participant by accident arising out of and in the course of VIEW employment community work experience shall be covered by the participant's existing Medicaid coverage. If a VIEW community work experience participant is unable to work due to such an accident, his status shall be reviewed to determine whether he is eligible for an exemption from the limitation on AFDC financial assistance.~~

~~9. A VIEW-community work experience participant who becomes incapacitated for thirty days or more shall be eligible for AFDC financial assistance for the duration of the incapacity, if otherwise eligible.~~

~~10. The State Board shall promulgate regulations providing for the accrual of paid sick leave or other equivalent mechanism for VIEW-community work experience participants.~~

§ 63.1-133.50. (Delayed effective date) Limit on the receipt of AFDC.

~~The Department shall establish a goal for Program participants, through the agreement, to limit the receipt of AFDC financial assistance to a maximum of one year, after which time independent employment or participation in VIEW is expected. The limit shall be based on a mutual understanding of achievable goals and objectives tailored to the abilities and skills of the Program participant, as well as to the availability of community resources. The one-year limitation period shall commence upon the signing of the agreement by the Program participant and the local department of social services. Any Program participant who is not offered the opportunity to participate in VIEW shall be eligible to receive AFDC financial assistance for an additional year.~~

~~The receipt of AFDC financial assistance may also be extended for a second year if the participant is enrolled full time in, and making satisfactory progress toward, completion of a job training or education program which could not reasonably be completed during the first year of participation in the Program.~~

~~The local department of social services shall notify a Program participant that his AFDC financial assistance is scheduled to be terminated sixty days prior to such termination and shall inform the participant of the exception regulations promulgated by the State Board and the procedure to be followed by the participant if he believes that he is entitled to an extension of benefits.~~

~~A Program participant whose AFDC financial assistance is terminated pursuant to this section may receive AFDC financial assistance after a period of twenty-four months without (i) participation in VIEW or (ii) the receipt of AFDC financial assistance, if such person is otherwise eligible.~~

Unless otherwise exempt, participating families may receive AFDC financial assistance for a maximum of twenty-four months only, subject to § 63.1-133.51. A participating family may receive AFDC financial assistance, if otherwise eligible, after a subsequent period of twenty-four months without (i) participation in VIEW, (ii) the receipt of AFDC financial assistance, or (iii) the receipt of transitional assistance.

The local department of social services shall notify a participating family that its AFDC financial assistance is scheduled to be terminated as provided in this section. Notice shall be given sixty days prior to such termination and shall inform the participating family of the exception regulations promulgated by the State Board and the procedure to be followed by the participating family if it believes that it is entitled

to an extension of benefits.

§ ~~63.1-133.51~~. (Delayed effective date) Hardship exceptions.

The State Board of Social Services shall promulgate regulations providing exceptions to the ~~provisions~~ *time limitations* of this chapter in cases of hardship. ~~Such exceptions shall include, but shall not be limited to, continued eligibility for AFDC financial assistance or VIEW participation in the following~~ *In promulgating regulations, the State Board shall address* circumstances:

- ~~1. Where a local department has failed to provide a Program participant with intensive case management or necessary support services pursuant to § ~~63.1-133.46~~ or failed to fulfill its portion of the agreement.~~
- ~~2. Where a Program participant has been actively seeking employment by engaging in job-seeking activities required pursuant to § ~~60.2-612~~ and is unable to find suitable employment.~~
- ~~3. 2. Where factors relating to job availability are may be unfavorable, including residing in an area of high unemployment, as determined by the Virginia Employment Commission pursuant to § ~~60.2-612~~.~~
- ~~4. 3. Where a the Program participant quits work for good cause or is laid off or dismissed from work, provided that such dismissal is not for misconduct connected with work loses his job as a result of factors not related to his job performance.~~
- ~~4. Where extension of benefits for up to one year will enable a participant to complete employment-related education or training.~~

~~The agreement shall contain the objective criteria which will be used to determine if there should be an extension of VIEW participation or eligibility for AFDC financial assistance.~~

§ ~~63.1-133.52~~. (Delayed effective date) Provision of services.

Local departments may coalesce community resources to assist the families of persons who may be in need because of the limitations on AFDC financial assistance ~~imposed by this chapter~~ and may arrange for appropriate care of dependent children for ~~Program~~ families where the limitation on AFDC financial assistance as a result of the birth of an additional child or the ~~one~~ *two*-year limit on AFDC financial assistance is executed. Services may be provided that include, but are not limited to, help for families in obtaining donated food and clothing, continuation of food stamps for adults and children who are otherwise eligible, child day care, and Medicaid coverage for adults and children who are otherwise eligible for Medicaid.

§ ~~63.1-133.53~~. (Delayed effective date) Notice and appeal.

~~A~~ A participant *aggrieved by the decision of a local board granting, denying, changing or discontinuing assistance* may appeal ~~(i) any dispute in connection with the formation or implementation of the agreement of mutual responsibility, (ii) any failure or refusal to grant a hardship exception or extension of benefits or (iii) any other alleged noncompliance with the provisions of this chapter through the AFDC fair hearing and review process~~ *such decision pursuant to § ~~63.1-116~~. In accordance with federal regulations, if a hearing request is received prior to the effective date of any proposed change in benefit status, a participant appealing such change shall have the right to continued direct payment of AFDC benefits pending final administrative action on such appeal. All federal and state statutes and rules regarding notice, conciliation, hearing, and appeal shall be followed; however, notwithstanding the limitations set forth in §§ ~~9-6.14:16, 9-6.14:17 and 9-6.14:18~~ shall be fully applicable in the judicial review of fair hearing decisions.*

~~B. The Commissioner shall provide notice to each participant of such appeal and due process rights and the procedures to be followed in exercising such rights.~~

§ ~~63.1-133.54~~. (Delayed effective date) Evaluation and reporting.

A. In administering the Program, the Commissioner shall develop and use evaluation methods that measure achievement of the goals of the Program as specified in § ~~63.1-133.41~~.

B. Beginning December 1, ~~1994~~ 1996, and annually thereafter, the Commissioner shall file a report with the Governor and General Assembly ~~which shall focus on the development, implementation and effectiveness of the services required to support the Program.~~

The report shall include:

- ~~1. The various methods employed to involve participating families, local organizations and other government agencies in the implementation of the Program.~~
 - ~~2. A description of the development, implementation, and subsequent evaluation of local department of social services or contract agency staff training.~~
 - ~~3. A description of the development, implementation, and subsequent evaluation of the case management system and individualized agreement of mutual responsibility components of the Program.~~
 - ~~4. An evaluation of the Program by participating families.~~
 - ~~5. A description of the capacity of the human services delivery system, both within and without state and local government, the Virginia Employment Commission and the Department of Economic Development, to sustain the Program, including the support services required by this chapter.~~
 - ~~6. A documentation of participant outcomes, including specific information relating to the number of persons employed, by occupation, industry and wage; the types of jobs secured by participants; any available information about the impact of the Program on children, including objective indicators of improved conditions; and the number of participating families involved in training and education programs, by type of program. The December 1, 1994, report and each subsequent annual report shall differentiate participant outcomes according to membership in the control group and the Program participant group.~~
 - ~~7. The progress made in implementing the provisions of this chapter, including an analysis of the effect of the Program on state and federal revenues and expenditures.~~
 - ~~8. A summary of all interim and final reports submitted by independent evaluators to the Department of Social Services, the Commissioner of Social Services or the Secretary of Health and Human Resources or Commerce and Trade regarding the achievement of such goals.~~
- ~~C. In addition to the annual report filed December 1, 1996, the Department shall prepare and submit by December 1, 1996, The annual report shall include a full assessment of the Program to the Governor and General Assembly with, including effectiveness and funding status, statewide and for each locality, a comparison of the results of the previous annual reports and the impact of the Program. The Department shall make a recommendation to the Governor and General Assembly about whether to expand the Program throughout the Commonwealth. The Department shall publish the outcome criteria to be included~~

in the annual report by September 1, 1995.

§ 63.1-133.55. (Delayed effective date) Statewide Program implementation.

~~The Department shall establish guidelines for the selection of 3,000 participants for the first year of implementation, 3,000 additional participants in the second year, beginning July 1, 1995, and 3,000 additional participants in the third year, beginning July 1, 1996 statewide implementation of the Program and the Program shall be implemented statewide within four years of the effective date of this act. Participants shall be residents of areas with demographics and economies reflective of Virginia's rural, suburban and urban poverty areas. The first participants in the Program shall be drawn from current AFDC recipients who have completed the JOBS Program. Program site selection shall conform with federal requirements for waiver approval. The Department shall conduct a comparison study by selecting and matching a sufficient number of individuals for a control group to provide statistically significant comparisons between the control group and the initial 6,000 participants in the Program.~~

~~After the second year of operation of the Program, the Secretary of Health and Human Resources shall continue to implement the Program on a phased basis with the goal of statewide application, provided that:~~

- ~~1. The December 1996 evaluation and assessment by the Department recommends statewide participation and the General Assembly agrees with the recommendation and appropriates adequate funds for statewide implementation; and~~
- ~~2. Funds adequate to provide intensive case management services, training and educational services and an array of family support services in accordance with individualized agreements of mutual responsibility have been appropriated.~~

§ 63.1-251. Payment of public assistance for child or caretaker constitutes debt to Department by responsible persons; limitations; Department subrogated to rights.

Any payment of public assistance money made to or for the benefit of any dependent child or children or their caretaker creates a debt due and owing to the Department by the person or persons who are responsible for support of such children or caretaker in an amount equal to the amount of public assistance money so paid. However, *if a caretaker receives AFDC payments for some of the caretaker's dependent children but not for other children pursuant to § 63.1-105.7, the caretaker shall receive the total amount of support collected for the children for whom no AFDC benefits are received. Such support payments shall not create a debt due and owing to the Department and the value of such payments shall not be counted as income for purposes of AFDC eligibility and grant determination.* Where there has been a court order for support, final decree of divorce ordering support, or administrative order under the provisions of this chapter for support, the debt shall be limited to the amount of such order or decree. The Commissioner, pursuant to § 63.1-264, shall establish the debt in an amount determined to be consistent with a responsible person's ability to pay. The Department shall have the right to petition the appropriate court for modification of a court order on the same grounds as either party to such cause.

The Department shall be subrogated to the right of such child or children or caretaker to prosecute or maintain any support action or execute any administrative remedy existing under the laws of the Commonwealth of Virginia to obtain reimbursement of moneys thus expended and may collect on behalf of any such child, children or caretaker any amount contained in any court order of support or any administrative order of support regardless of whether or not the amount of such orders exceeds the amount of public assistance paid. Any support paid in excess of the total amount of public assistance paid shall be returned to the caretaker by the Department. If a court order for support or final decree of divorce ordering support enters judgment for an amount of support to be paid by such responsible person, the Department

shall be subrogated to the debt created by such order, and said money judgment shall be deemed to be in favor of the Department. In any judicial proceeding brought by an attorney on behalf of the Department pursuant to this section to enforce a support obligation in which the Department prevails, attorney's fees shall be assessed pursuant to § 63.1-274.10.

The Department shall have the authority to pursue establishment and enforcement actions against the person responsible for support after the closure of the public assistance case unless the caretaker notifies the Department in writing that child support enforcement services are no longer desired.

Debt created by an administrative support order under this section shall not be incurred by nor at any time be collected from a responsible person who is the recipient of public assistance moneys for the benefit of minor dependent children for the period such person or persons are in such status. Recipients of federal supplemental security income shall not be subject to the establishment of an administrative support order while they receive benefits from that source.

2. That the Governor shall forthwith apply for the appropriate federal waivers and approvals necessary to implement the provisions of this act statewide and for any other waivers of federal law or regulation to further the goals of economic self-sufficiency.
3. That the provisions of this act and the provisions of Chapter 6.5 (§ 63.1-133.41 et seq.) of Title 63.1 shall be implemented notwithstanding the provisions of § 63.1-25.01 and the human research regulations promulgated thereunder.
4. That the State Board of Social Services shall promulgate regulations to implement the provisions of this act within 280 days of the enactment of this act.
5. That the provisions or portions of this act requiring federal waivers shall become effective upon the receipt of such waivers or approvals, or on July 1, 1995, whichever is later.

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**Appendix B -
Locality Specific VIP/VIEW Outcome Measures**

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

Table 1 - SFY 99
Statewide

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F
	NUMBER OF AFDC/TANF CASES ... COOPERATE WITH ESTABLISHING PATERNITY	NUMBER OF AFDC/TANF CASES ...COMPLY WITH COMPULSORY SCHOOL	NUMBER OF AFDC/TANF CASES ...PARTICIPATE IN VIEW	NUMBER OF AFDC/TANF CASES ...SIGN PERSONAL RESPONSIBILITY AGREEMENT	DIVERSIONARY ASSISTANCE NUMBER OF CASES RECEIVING	PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY
Statewide	747	832	5,536	2,262	1,088	85%
027 BUCHANAN	1	2	35	14	1	N/A
051 DICKENSON	1	2	7	4	0	N/A
105 LEE	0	5	35	16	0	N/A
167 RUSSELL	3	0	13	0	1	N/A
169 SCOTT	0	0	29	9	2	N/A
185 TAZEWELL	4	16	62	23	0	N/A
195 WISE	5	8	68	32	1	100%
720 NORTON	2	1	7	0	0	N/A
EDD 1	16	34	256	98	5	100%
021 BLAND	0	0	3	2	2	100%
035 CARROLL	1	1	24	8	1	100%
077 GRAYSON	0	0	5	1	0	N/A
173 SMYTH	2	1	32	12	1	100%
191 WASHINGTON	1	1	14	13	0	N/A
197 WYTHE	0	4	17	4	13	67%
520 BRISTOL	0	0	33	6	1	N/A
640 GALAX	0	0	10	8	1	100%
EDD2	4	7	138	54	19	76%
005 ALLEGHANY/COV	3	0	1	1	6	67%
023 BOTETOURT	0	1	9	1	1	100%
045 CRAIG	0	1	0	0	0	N/A
063 FLOYD	0	0	5	1	27	69%
067 FRANKLIN CO.	0	0	24	10	0	N/A
071 GILES	2	4	3	0	0	N/A
121 MONTGOMERY	1	3	62	14	14	82%
155 PULASKI	3	4	28	15	3	100%
161 ROANOKE CO.	1	24	9	5	50	88%
560 CLIFTON FORGE	0	0	5	1	0	N/A
750 RADFORD	1	0	11	3	0	N/A
770 ROANOKE	20	0	220	120	56	94%
EDD 3	31	37	377	171	157	86%
015 AUGUSTA	2	1	38	9	25	90%
017 BATH	0	0	0	0	1	100%
091 HIGHLAND	0	0	0	0	0	N/A
163 ROCKBRIDGE/LEX/BV	1	1	16	3	1	100%
165 ROCKINGHAM	3	0	16	11	31	89%
660 HARRISONBURG	5	9	46	23	36	85%
790 STAUNTON	2	6	0	8	23	90%
820 WAYNESBORO	1	2	21	5	16	100%
EDD 4	14	19	137	59	133	90%
043 CLARKE	0	1	2	0	4	67%
069 FREDERICK CO.	0	0	5	4	20	100%
139 PAGE	2	3	9	2	7	100%
171 SHENANDOAH	0	6	6	6	9	75%
187 WARREN	1	0	12	4	22	83%
840 WINCHESTER	5	5	10	12	28	74%
EDD 5	8	15	44	28	90	83%
013 ARLINGTON	6	6	26	18	0	N/A
059 FAIRFAX CO/CI/F.C	17	9	118	51	23	89%
107 LOUDOUN	4	0	10	8	4	100%
153 PRINCE WILLIAM	12	8	131	68	89	81%
510 ALEXANDRIA	10	2	55	8	18	83%
683 MANASSAS	2	1	8	10	0	N/A
685 MANASSAS PARK	0	9	0	0	7	100%
EDD 6	51	35	348	163	141	84%

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

Table 1 - SFY 99
Statewide

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F
	NUMBER OF AFDC/TANF CASES ... COOPERATE WITH ESTABLISHING PATERNITY	NUMBER OF AFDC/TANF CASES ...COMPLY WITH COMPULSORY SCHOOL	NUMBER OF AFDC/TANF CASES ...PARTICIPATE IN VIEW	NUMBER OF AFDC/TANF CASES ...SIGN PERSONAL RESPONSIBILITY AGREEMENT	NUMBER OF CASES RECEIVING	PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY
Statewide	747	832	5,536	2,262	1,088	85%
047 CULPEPER	4	5	7	11	12	100%
061 FAUQUIER	1	2	3	8	2	100%
113 MADISON	1	4	5	2	0	N/A
137 ORANGE	1	0	8	5	17	87%
157 RAPPAHANNOCK	0	0	0	0	1	N/A
EDD 7	7	11	23	26	32	92%
003 ALBEMARLE	2	0	28	12	32	70%
065 FLUVANNA	0	2	0	0	1	100%
079 GREENE	0	0	8	3	5	100%
109 LOUISA	1	0	18	3	2	100%
125 NELSON	0	0	3	0	0	N/A
540 CHARLOTTESVILLE	10	18	67	13	34	90%
EDD 8	13	20	124	31	74	82%
009 AMHERST	0	0	15	5	7	71%
011 APPOMATTOX	1	0	6	6	3	67%
019 BEDFORD CO./CITY	2	0	22	13	5	50%
031 CAMPBELL	1	6	22	13	0	N/A
680 LYNCHBURG	9	81	120	9	0	N/A
EDD 9	13	87	185	46	15	64%
083 HALIFAX	2	3	59	24	1	100%
089 HENRY	2	0	39	14	10	100%
141 PATRICK	0	0	15	4	8	75%
143 PITTSYLVANIA	4	4	29	19	1	100%
590 DANVILLE	3	53	89	33	0	N/A
690 MARTINSVILLE	4	1	33	12	3	67%
EDD 10	15	61	264	106	23	85%
007 AMELIA	1	0	10	2	1	100%
025 BRUNSWICK	1	6	13	6	6	50%
029 BUCKINGHAM	4	2	12	3	34	80%
037 CHARLOTTE	1	0	13	2	0	N/A
049 CUMBERLAND	0	1	20	4	11	100%
081 GREENSVILLE/EMP	6	6	31	6	5	50%
111 LUNENBURG	0	7	8	0	6	83%
117 MECKLENBURG	1	0	16	5	1	100%
135 NOTTOWAY	0	0	22	1	5	75%
147 PRINCE EDWARD	2	0	25	7	0	N/A
EDD 11	16	22	170	36	69	78%
041 CHESTERFIELD/C.H.	13	5	91	29	14	67%
075 GOOCHLAND	0	0	6	4	2	100%
085 HANOVER	1	0	10	10	2	100%
087 HENRICO	20	9	151	29	21	88%
145 POWHATAN	0	1	3	0	0	N/A
760 RICHMOND	71	179	482	331	14	92%
EDD 12	105	194	743	403	53	84%
033 CAROLINE	3	1	30	13	5	100%
099 KING GEORGE	0	0	6	5	0	N/A
177 SPOTSYLVANIA	2	0	23	5	23	90%
179 STAFFORD	1	2	24	24	14	100%
630 FREDERICKSBURG	2	0	54	9	9	100%
EDD 13	8	3	137	56	51	95%

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 1 - SFY 99
Statewide**

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F
	NUMBER OF AFDC/TANF CASES ... COOPERATE WITH ESTABLISHING PATERNITY	...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	747	832	5,536	2,262	1,088	85%
057 ESSEX	0	0	4	0	2	50%
097 KING & QUEEN	2	1	10	3	2	100%
101 KING WILLIAM	2	0	9	4	0	N/A
103 LANCASTER	1	1	3	0	0	N/A
115 MATHEWS	0	0	3	1	9	100%
119 MIDDLESEX	1	1	15	4	1	100%
133 NORTHUMBERLAND	1	2	12	3	2	100%
159 RICHMOND CO.	1	0	9	0	1	100%
193 WESTMORELAND	1	1	6	1	1	N/A
EDD 14	9	6	71	16	18	92%
036 CHARLES CITY	0	0	3	0	1	100%
073 GLOUCESTER	1	4	24	6	1	100%
095 JAMES CITY	2	0	15	4	1	100%
127 NEW KENT	2	0	2	1	0	N/A
199 YORK/POQUOSON	3	1	29	8	10	100%
650 HAMPTON	15	7	268	150	4	67%
700 NEWPORT NEWS	73	15	388	150	125	79%
830 WILLIAMSBURG	1	2	2	0	0	N/A
EDD 15	97	29	731	319	142	81%
053 DINWIDDIE	1	1	5	10	1	100%
149 PRINCE GEORGE	2	1	19	2	4	100%
181 SURRY	2	0	1	2	0	N/A
183 SUSSEX	0	3	2	3	0	N/A
670 HOPEWELL	5	22	45	13	16	73%
730 PETERSBURG	22	64	99	25	3	100%
EDD 16	32	91	171	55	24	82%
093 ISLE OF WIGHT	3	1	43	9	0	N/A
175 SOUTHAMPTON	7	2	45	5	0	N/A
550 CHESAPEAKE	18	9	110	58	8	100%
620 FRANKLIN	4	2	22	7	0	N/A
710 NORFOLK	172	65	519	183	2	100%
740 PORTSMOUTH	28	14	343	107	1	100%
800 SUFFOLK	15	3	107	20	5	67%
810 VIRGINIA BEACH	41	68	341	169	26	91%
EDD 17	288	164	1,530	558	42	91%
001 ACCOMACK	15	0	48	22	0	N/A
131 NORTHAMPTON	10	0	39	15	0	N/A
EDD 18	25	0	87	37	0	N/A

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 2 - SFY 99
Statewide**

		Column A	Column B	Column C	Column D	Column E
EIPS	LOCALITY	EVER ENROLLED IN VIEW FY 99	EMPLOYED VIEW PARTICIPANTS	PERCENT PARTICIPANTS UNSUBSIDIZED WORK	AVERAGE HOURS PER WEEK	AVERAGE HOURLY RATES
	Statewide	30,467	22,524	74%	32.60	\$6.07
027	BUCHANAN	280	157	56%	28.23	\$5.54
051	DICKENSON	169	98	58%	30.29	\$5.31
105	LEE	365	190	52%	32.86	\$5.38
167	RUSSELL	308	197	64%	30.80	\$5.46
169	SCOTT	110	71	65%	33.98	\$5.51
185	TAZEWELL	491	335	68%	30.78	\$5.39
195	WISE	617	363	59%	29.14	\$5.51
720	NORTON	78	59	76%	28.99	\$5.36
	EDD 1	2,418	1,470	61%	30.42	\$5.44
021	BLAND	17	16	94%	34.79	\$5.77
035	CARROLL	119	85	71%	35.22	\$5.80
077	GRAYSON	45	35	78%	35.64	\$5.30
173	SMYTH	150	101	67%	33.02	\$5.52
191	WASHINGTON	96	75	78%	34.72	\$5.89
197	WYTHE	113	70	62%	33.08	\$5.65
520	BRISTOL	152	117	77%	35.12	\$5.63
640	GALAX	65	53	82%	37.58	\$5.88
	EDD2	757	552	73%	37.70	\$5.68
005	ALLEGHANY/CO ¹	46	27	59%	30.25	\$5.51
023	BOTETOURT	22	13	59%	29.79	\$6.27
045	CRAIG	3	2	67%	33.00	\$4.90
063	FLOYD	43	32	74%	31.09	\$6.18
067	FRANKLIN CO.	137	102	74%	33.70	\$6.06
071	GILES	34	20	59%	37.61	\$6.42
121	MONTGOMERY	333	270	81%	32.35	\$6.11
155	PULASKI	169	129	76%	34.83	\$5.68
161	ROANOKE CO.	99	87	88%	34.04	\$6.29
560	CLIFTON FORGE	55	30	55%	28.38	\$5.08
750	RADFORD	67	51	76%	34.63	\$5.95
770	ROANOKE	654	501	77%	33.43	\$6.00
	EDD 3	1,662	1,264	76%	33.24	\$5.99
015	AUGUSTA	82	63	77%	35.23	\$6.10
017	BATH	5	4	80%	31.75	\$5.66
091	HIGHLAND	0	0	0%	0.00	\$0.00
163	ROCKBRIDGE/B.	85	70	82%	32.86	\$5.77
165	ROCKINGHAM	120	95	79%	35.32	\$6.17
660	HARRISONBURG	173	142	82%	32.01	\$6.17
790	STAUNTON	117	89	76%	33.28	\$6.20
820	WAYNESBORO	80	64	80%	36.42	\$5.70
	EDD 4	662	527	80%	33.85	\$6.05
043	CLARKE	15	13	87%	32.68	\$6.93
069	FREDERICK CO.	45	35	78%	35.03	\$5.94
139	PAGE	63	55	87%	34.16	\$5.79
171	SHENANDOAH	54	48	89%	33.20	\$6.30
187	WARREN	99	82	83%	33.81	\$6.89
840	WINCHESTER	100	92	92%	34.24	\$6.35
	EDD 5	376	325	86%	33.99	\$6.36
013	ARLINGTON	463	380	82%	32.88	\$7.12
059	FAIRFAX CO./CIT	1,162	876	75%	32.23	\$7.26
107	LOUDOUN	160	136	85%	32.41	\$7.02
153	PRINCE WILLIAM	1,112	893	80%	33.76	\$7.38
510	ALEXANDRIA	689	472	69%	31.60	\$6.80
683	MANASSAS	120	103	86%	33.99	\$7.17
685	MANASSAS PAR	32	29	91%	33.61	\$7.09
	EDD 6	3,738	2,889	77%	32.77	\$7.19

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 2 - SFY 99
Statewide**

EIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E
		EVER ENROLLED IN VIEW FY 99	EMPLOYED VIEW PARTICIPANTS	PERCENT PARTICIPANTS UNSUBSIDIZED WORK	AVERAGE HOURS PER WEEK	AVERAGE HOURLY RATES
	Statewide	30,467	22,524	74%	32.60	\$6.07
047	CULPEPER	76	62	82%	34.71	\$6.82
061	FAUQUIER	50	35	70%	32.38	\$6.51
113	MADISON	17	9	53%	39.10	\$5.61
137	ORANGE	58	48	83%	35.44	\$6.29
157	RAPPAHANNOCK	3	2	67%	40.00	\$7.35
	EDD 7	204	156	76%	34.73	\$6.53
003	ALBEMARLE	116	99	85%	33.76	\$6.63
065	FLUVANNA	16	18	113%	37.00	\$6.18
079	GREENE	30	26	87%	30.77	\$6.07
109	LOUISA	57	44	77%	34.71	\$6.30
125	NELSON	15	12	80%	35.16	\$6.21
540	CHARLOTTESVILLE	494	420	85%	33.49	\$6.38
	EDD 8	728	619	85%	33.64	\$6.39
009	AMHERST	67	49	73%	33.11	\$5.71
011	APPOMATTOX	78	61	78%	31.32	\$5.53
019	BEDFORD CO./C	142	119	84%	32.04	\$5.51
031	CAMPBELL	196	154	79%	31.76	\$5.80
680	LYNCHBURG	434	357	82%	33.10	\$5.69
	EDD 9	917	740	81%	32.50	\$5.67
083	HALIFAX	195	138	71%	33.31	\$5.73
089	HENRY	173	122	71%	36.78	\$5.93
141	PATRICK	129	99	77%	31.52	\$5.87
143	PITTSYLVANIA	121	83	69%	34.72	\$5.63
590	DANVILLE	615	472	77%	32.02	\$5.61
690	MARTINSVILLE	104	92	88%	35.64	\$5.87
	EDD 10	1,337	1,006	75%	33.28	\$5.71
007	AMELIA	33	21	64%	31.53	\$6.57
025	BRUNSWICK	146	85	58%	33.59	\$5.60
029	BUCKINGHAM	72	37	51%	34.19	\$6.25
037	CHARLOTTE	47	23	49%	34.61	\$5.63
049	CUMBERLAND	43	25	58%	31.30	\$5.49
081	GREENSVILLE/E	104	62	60%	33.12	\$5.59
111	LUNENBURG	31	23	74%	35.07	\$5.55
117	MECKLENBURG	61	45	74%	34.86	\$5.81
135	NOTTOWAY	92	69	75%	34.52	\$6.70
147	PRINCE EDWARD	98	78	80%	32.97	\$5.43
	EDD 11	727	468	64%	33.64	\$5.84
041	CHESTERFIELD/A	583	457	78%	33.23	\$6.30
075	GOOCHLAND	31	24	77%	32.51	\$6.11
085	HANOVER	49	45	92%	32.32	\$6.81
087	HENRICO	841	656	78%	33.41	\$6.45
145	POWHATAN	28	21	75%	32.69	\$6.41
760	RICHMOND	2,961	2,091	71%	34.11	\$5.98
	EDD 12	4,493	3,294	73%	33.80	\$6.14
033	CAROLINE	95	66	69%	34.20	\$7.00
099	KING GEORGE	59	44	75%	31.60	\$6.10
177	SPOTSYLVANIA	140	111	79%	34.67	\$6.63
179	STAFFORD	70	63	90%	36.72	\$7.15
630	FREDERICKSBURG	151	120	79%	33.19	\$6.40
	EDD 13	515	404	78%	34.14	\$6.65

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 2 - SFY 99
Statewide**

FIPS	LOCALITY	Column A EVER ENROLLED IN VIEW FY 99	Column B EMPLOYED VIEW PARTICIPANTS	Column C PERCENT PARTICIPANTS UNSUBSIDIZED WORK	Column D AVERAGE HOURS PER WEEK	Column E AVERAGE HOURLY RATES
	Statewide	30,467	22,524	74%	32.60	\$6.07
057	ESSEX	31	24	77%	32.65	\$5.76
097	KING & QUEEN	16	6	38%	29.65	\$5.13
101	KING WILLIAM	33	18	55%	35.29	\$5.92
103	LANCASTER	53	42	79%	27.61	\$5.73
115	MATHEWS	13	9	69%	28.51	\$6.01
119	MIDDLESEX	50	33	66%	32.60	\$5.86
133	NORTHUMBERL	38	20	53%	32.25	\$5.87
159	RICHMOND CO.	16	17	106%	35.45	\$6.04
193	WESTMORELANI	72	51	71%	34.03	\$5.80
	EDD 14	322	220	68%	32.14	\$5.81
036	CHARLES CITY	14	11	79%	33.00	\$6.16
073	GLOUCESTER	119	98	82%	31.58	\$5.81
095	JAMES CITY	76	58	76%	30.92	\$6.20
127	NEW KENT	24	19	79%	30.44	\$6.60
199	YORK/POQUOSC	100	73	73%	30.95	\$6.08
650	HAMPTON	1,104	862	78%	32.90	\$5.95
700	NEWPORT NEW	1,646	1,272	77%	32.53	\$6.03
830	WILLIAMSBURG	22	19	86%	32.34	\$5.54
	EDD 15	3,105	2,412	78%	32.52	\$6.00
053	DINWIDDIE	110	79	72%	34.18	\$5.83
149	PRINCE GEORGI	75	53	71%	34.78	\$6.75
181	SURRY	33	25	76%	30.64	\$6.08
183	SUSSEX	97	63	65%	32.19	\$6.02
670	HOPEWELL	265	195	74%	33.48	\$5.77
730	PETERSBURG	535	448	84%	34.48	\$6.01
	EDD 16	1,115	863	77%	33.96	\$5.99
093	ISLE OF WIGHT	123	105	85%	30.94	\$5.58
175	SOUTHAMPTON	93	61	66%	32.07	\$5.74
550	CHESAPEAKE	1,011	746	74%	30.95	\$5.84
620	FRANKLIN	123	84	68%	31.14	\$5.53
710	NORFOLK	2,484	1,718	69%	30.05	\$5.62
740	PORTSMOUTH	1,685	1,208	72%	31.64	\$5.66
800	SUFFOLK	477	392	82%	31.00	\$5.67
810	VIRGINIA BEACH	1,118	816	73%	32.41	\$6.02
	EDD 17	7,114	5,130	72%	31.06	\$5.73
001	ACCOMACK	125	78	62%	30.07	\$5.73
131	NORTHAMPTON	152	107	70%	31.54	\$5.78
	EDD 18	277	185	67%	30.92	\$5.76

* 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 99
Statewide**

		Column A	Column B	Column C	Column D	Column E	Column F	Column G
FIPS LOCALITY		NUMBER VIEW PARTICIPANTS	NUMBER VIEW CWEP PARTICIPANTS	PERCENT OF VIEW PARTICIPANTS IN CWEP	NUMBER VIEW EMPLOYED	EMPLOYED WHO LEFT WITH EMPLOYMENT	PERCENT EMPLOYED WHO LEFT WITH EMPLOYMENT	MONTHLY WAGES FOR LEFT WITH EMPLOYMENT
Statewide		30,467	4,798	16%	22,524	9,580	43%	\$911
027	BUCHANAN	280	115	41%	157	47	30%	\$701
051	DICKENSON	169	59	35%	98	32	33%	\$865
105	LEE	365	72	20%	190	54	28%	\$851
167	RUSSELL	308	80	26%	197	70	36%	\$750
169	SCOTT	110	13	12%	71	23	32%	\$863
185	TAZEWELL	491	144	29%	335	108	32%	\$817
195	WISE	617	202	33%	363	131	36%	\$800
720	NORTON EDD 1	78 2,418	23 708	29% 29%	59 1,470	19 484	32% 33%	\$706 \$802
021	BLAND	17	1	6%	16	7	44%	\$958
035	CARROLL	119	6	5%	85	33	39%	\$903
077	GRAYSON	45	13	29%	35	20	57%	\$798
173	SMYTH	150	4	3%	101	50	50%	\$801
191	WASHINGTON	96	2	2%	75	39	52%	\$891
197	WYTHE	113	21	19%	70	38	54%	\$731
520	BRISTOL	152	1	1%	117	62	53%	\$883
640	GALAX EDD2	65 757	0 48	0% 6%	53 552	27 276	51% 50%	\$917 \$870
005	ALLEGHANY/COV.	46	2	4%	27	12	44%	\$676
023	BOTETOURT	22	0	0%	13	8	62%	\$877
045	CRAIG	3	0	0%	2	0	0%	\$0
063	FLOYD	43	2	5%	32	8	25%	\$803
067	FRANKLIN CO.	137	7	5%	102	42	41%	\$901
071	GILES	34	8	24%	20	9	45%	\$1,036
121	MONTGOMERY	333	25	8%	270	95	35%	\$887
155	PULASKI	169	3	2%	129	50	39%	\$875
161	ROANOKE CO.	99	2	2%	87	57	66%	\$954
560	CLIFTON FORGE	55	2	4%	30	7	23%	\$680
750	RADFORD	67	5	7%	51	20	39%	\$890
770	ROANOKE EDD 3	654 1,662	74 130	11% 8%	501 1,264	209 517	42% 41%	\$916 \$911
015	AUGUSTA	82	6	7%	63	33	52%	\$992
017	BATH	5	2	40%	4	2	50%	\$735
091	HIGHLAND	0	0	0%	0	0	0%	\$0
163	ROCKBRIDGE/B.V./LEX	85	3	4%	70	25	36%	\$859
165	ROCKINGHAM	120	1	1%	95	40	42%	\$957
660	HARRISONBURG	173	5	3%	142	73	51%	\$914
790	STAUNTON	117	7	6%	89	34	38%	\$977
820	WAYNESBORO EDD 4	80 662	22 46	28% 7%	64 527	24 231	38% 44%	\$982 \$944
043	CLARKE	15	1	7%	13	6	46%	\$825
069	FREDERICK CO.	45	1	2%	35	22	63%	\$838
139	PAGE	63	1	2%	55	28	51%	\$924
171	SHENANDOAH	54	2	4%	48	30	63%	\$848
187	WARREN	99	12	12%	82	47	57%	\$1,081
840	WINCHESTER EDD 5	100 376	5 22	5% 6%	92 325	52 185	57% 57%	\$950 \$953
013	ARLINGTON	463	99	21%	380	213	56%	\$1,045
059	FAIRFAX CO./CITY/F.C	1,162	89	8%	876	496	57%	\$1,056
107	LOUDOUN	160	9	6%	136	64	47%	\$1,001
153	PRINCE WILLIAM	1,112	195	18%	893	455	51%	\$1,144
510	ALEXANDRIA	689	299	43%	472	227	48%	\$912
683	MANASSAS	120	14	12%	103	54	52%	\$1,133
685	MANASSAS PARK EDD 6	32 3,738	3 708	9% 19%	29 2,889	16 1525	55% 53%	\$987 \$1,060

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 3 - SFY 99
Statewide**

EIPS 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	EMPLOYED WHO LEFT WITH EMPLOYMENT	PERCENT EMPLOYED WHO LEFT WITH EMPLOYMENT	MONTHLY WAGES FOR LEFT WITH EMPLOYMENT
Statewide	30,467	4,798	16%	22,524	9,580	43%	\$911
047 CULPEPER	76	4	5%	62	33	53%	\$1,114
061 FAUQUIER	50	0	0%	35	17	49%	\$1,054
113 MADISON	17	3	18%	9	8	89%	\$939
137 ORANGE	58	1	2%	48	28	58%	\$979
157 RAPPAHANNOCK	3	0	0%	2	2	100%	\$1,255
EDD 7	204	8	4%	156	88	56%	\$1,046
003 ALBEMARLE	116	2	2%	99	45	45%	\$1,007
065 FLUVANNA	16	0	0%	18	5	28%	\$869
079 GREENE	30	6	20%	26	13	50%	\$900
109 LOUISA	57	2	4%	44	28	64%	\$999
125 NELSON	15	0	0%	12	5	42%	\$959
540 CHARLOTTESVILLE	494	48	10%	420	193	46%	\$983
EDD 8	728	58	8%	619	289	47%	\$984
009 AMHERST	67	1	1%	49	23	47%	\$828
011 APPOMATTOX	78	22	28%	61	25	41%	\$801
019 BEDFORD CO./CITY	142	10	7%	119	50	42%	\$735
031 CAMPBELL	196	1	1%	154	86	56%	\$829
680 LYNCHBURG	434	75	17%	357	164	46%	\$843
EDD 9	917	109	12%	740	348	47%	\$827
083 HALIFAX	195	38	19%	138	69	50%	\$885
089 HENRY	173	20	12%	122	72	59%	\$958
141 PATRICK	129	10	8%	99	47	47%	\$839
143 PITTSYLVANIA	121	29	24%	83	48	58%	\$855
590 DANVILLE	615	180	29%	472	219	46%	\$821
690 MARTINSVILLE	104	9	9%	92	55	60%	\$923
EDD 10	1,337	286	21%	1,006	510	51%	\$868
007 AMELIA	33	4	12%	21	5	24%	\$925
025 BRUNSWICK	146	41	28%	85	32	38%	\$813
029 BUCKINGHAM	72	9	13%	37	16	43%	\$1,034
037 CHARLOTTE	47	5	11%	23	12	52%	\$846
049 CUMBERLAND	43	10	23%	25	9	36%	\$753
081 GREENSVILLE/EMPORIA	104	9	9%	62	23	37%	\$889
111 LUNENBURG	31	2	6%	23	15	65%	\$798
117 MECKLENBURG	61	2	3%	45	22	49%	\$922
135 NOTTOWAY	92	5	5%	69	27	39%	\$973
147 PRINCE EDWARD	98	24	24%	78	26	33%	\$853
EDD 11	727	111	15%	468	187	40%	\$891
041 CHESTERFIELD/C.H.	583	154	26%	457	217	47%	\$964
075 GOOCHLAND	31	2	6%	24	12	50%	\$876
085 HANOVER	49	1	2%	45	20	44%	\$1,003
087 HENRICO	841	105	12%	656	310	47%	\$981
145 POWHATAN	28	1	4%	21	11	52%	\$854
760 RICHMOND	2,961	360	12%	2,091	802	38%	\$904
EDD 12	4,493	623	14%	3,294	1372	42%	\$932
033 CAROLINE	95	9	9%	66	21	32%	\$1,031
099 KING GEORGE	59	4	7%	44	17	39%	\$880
177 SPOTSYLVANIA	140	8	6%	111	46	41%	\$1,001
179 STAFFORD	70	0	0%	63	33	52%	\$1,242
630 FREDERICKSBURG	151	1	1%	120	51	43%	\$973
EDD 13	515	22	4%	404	168	42%	\$1,031

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 3 - SFY 99
Statewide**

FIPS LOCALITY	Column A NUMBER VIEW PARTICIPANTS	Column B NUMBER VIEW CWEP PARTICIPANTS	Column C PERCENT OF VIEW PARTICIPANTS IN CWEP	Column D NUMBER VIEW EMPLOYED	Column E EMPLOYED WHO LEFT WITH EMPLOYMENT	Column F PERCENT EMPLOYED WHO LEFT WITH EMPLOYMENT	Column G MONTHLY WAGES FOR LEFT WITH EMPLOYMENT
Statewide	30,467	4,798	16%	22,524	9,580	43%	\$911
057 ESSEX	31	0	0%	24	9	38%	\$876
097 KING & QUEEN	16	0	0%	6	2	33%	\$538
101 KING WILLIAM	33	5	15%	18	7	39%	\$945
103 LANCASTER	53	5	9%	42	16	38%	\$804
115 MATHEWS	13	1	8%	9	5	56%	\$656
119 MIDDLESEX	50	11	22%	33	12	36%	\$804
133 NORTHUMBERLAND	38	4	11%	20	15	75%	\$791
159 RICHMOND CO.	16	0	0%	17	5	29%	\$1,044
193 WESTMORELAND	72	8	11%	51	23	45%	\$885
EDD 14	322	34	11%	220	94	43%	\$839
036 CHARLES CITY	14	1	7%	11	5	45%	\$909
073 GLOUCESTER	119	11	9%	98	41	42%	\$847
095 JAMES CITY	76	3	4%	58	23	40%	\$866
127 NEW KENT	24	3	13%	19	13	68%	\$880
199 YORK/POQUOSON	100	14	14%	73	27	37%	\$841
650 HAMPTON	1,104	183	17%	862	404	47%	\$891
700 NEWPORT NEWS	1,646	241	15%	1,272	496	39%	\$889
830 WILLIAMSBURG	22	1	5%	19	9	47%	\$926
EDD 15	3,105	457	15%	2,412	1,018	42%	\$888
053 DINWIDDIE	110	16	15%	79	35	44%	\$892
149 PRINCE GEORGE	75	4	5%	53	29	55%	\$1,048
181 SURRY	33	0	0%	25	9	36%	\$876
183 SUSSEX	97	2	2%	63	23	37%	\$875
670 HOPEWELL	265	25	9%	195	85	44%	\$865
730 PETERSBURG	535	70	13%	448	209	47%	\$942
EDD 16	1,115	117	10%	863	390	45%	\$923
093 ISLE OF WIGHT	123	5	4%	105	46	44%	\$758
175 SOUTHAMPTON	93	18	19%	61	29	48%	\$817
550 CHESAPEAKE	1,011	77	8%	746	275	37%	\$855
620 FRANKLIN	123	51	41%	84	30	36%	\$841
710 NORFOLK	2,484	571	23%	1,718	598	35%	\$783
740 PORTSMOUTH	1,685	326	19%	1,208	299	25%	\$851
800 SUFFOLK	477	92	19%	392	152	39%	\$823
810 VIRGINIA BEACH	1,118	82	7%	816	362	44%	\$888
EDD 17	7,114	1,222	17%	5,130	1,791	35%	\$832
001 ACCOMACK	125	34	27%	78	49	63%	\$728
131 NORTHAMPTON	152	55	36%	107	58	54%	\$786
EDD 18	277	89	32%	185	107	58%	\$762

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 4 - SFY 99
Statewide**

FIPS	LOCALITY	Column A	Column B	Column C	Column D
		NUMBER VIEW EMPLOYED	NUMBER RECEIVED DAY CARE SERVICES	PERCENT VIEW EMPLOYED RECEIVING DAY CARE	VIEW CHILDREN RECEIVING TRANSITIONAL DAY CARE
	Statewide	22,524	10,253	46%	4,739
027	BUCHANAN	157	50	32%	11
051	DICKENSON	98	33	34%	9
105	LEE	190	57	30%	7
167	RUSSELL	197	45	23%	7
169	SCOTT	71	18	25%	7
185	TAZEWELL	335	85	25%	23
195	WISE	363	105	29%	17
720	NORTON	59	29	49%	2
	EDD 1	1,470	422	29%	83
021	BLAND	16	5	31%	4
035	CARROLL	85	46	54%	19
077	GRAYSON	35	9	26%	5
173	SMYTH	101	39	39%	31
191	WASHINGTON	75	25	33%	20
197	WYTHE	70	34	49%	14
520	BRISTOL	117	67	57%	44
640	GALAX	53	30	57%	30
	EDD2	552	255	46%	167
005	ALLEGHANY/COV.	27	16	59%	5
023	BOTETOURT	13	6	46%	6
045	CRAIG	2	1	50%	0
063	FLOYD	32	11	34%	4
067	FRANKLIN CO.	102	42	41%	6
071	GILES	20	6	30%	1
121	MONTGOMERY	270	153	57%	43
155	PULASKI	129	63	49%	31
161	ROANOKE CO.	87	56	64%	29
560	CLIFTON FORGE	30	9	30%	3
750	RADFORD	51	33	65%	9
770	ROANOKE	501	274	55%	112
	EDD 3	1,264	670	53%	249
015	AUGUSTA	63	23	37%	14
017	BATH	4	0	0%	0
091	HIGHLAND	0	0	0%	0
163	ROCKBRIDGE/B.V./LEX	70	22	31%	0
165	ROCKINGHAM	95	25	26%	24
660	HARRISONBURG	142	54	38%	42
790	STAUNTON	89	43	48%	16
820	WAYNESBORO	64	33	52%	24
	EDD 4	527	200	38%	120
043	CLARKE	13	4	31%	3
069	FREDERICK CO.	35	13	37%	14
139	PAGE	55	31	56%	22
171	SHENANDOAH	48	13	27%	7
187	WARREN	82	31	38%	22
840	WINCHESTER	92	30	33%	23
	EDD 5	325	122	38%	91

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 4 - SFY 99
Statewide**

FIPS	LOCALITY	Column A NUMBER VIEW EMPLOYED	Column B NUMBER RECEIVED DAY CARE SERVICES	Column C PERCENT VIEW EMPLOYED RECEIVING DAY CARE	Column D VIEW CHILDREN RECEIVING TRANSITIONAL DAY CARE
	Statewide	22,524	10,253	46%	4,739
013	ARLINGTON	380	148	39%	97
059	FAIRFAX CO./CITY/F.C	876	478	55%	349
107	LOUDOUN	136	93	68%	72
153	PRINCE WILLIAM	893	555	62%	492
510	ALEXANDRIA	472	252	53%	184
683	MANASSAS	103	54	52%	37
685	MANASSAS PARK	29	16	55%	12
	EDD 6	2,889	1,596	55%	1,243
047	CULPEPER	62	39	63%	26
061	FAUQUIER	35	17	49%	14
113	MADISON	9	5	56%	0
137	ORANGE	48	26	54%	8
157	RAPPAHANNOCK	2	0	0%	0
	EDD 7	156	87	56%	48
003	ALBEMARLE	99	60	61%	39
065	FLUVANNA	18	9	50%	4
079	GREENE	26	16	62%	0
109	LOUISA	44	9	20%	4
125	NELSON	12	6	50%	4
540	CHARLOTTESVILLE	420	271	65%	174
	EDD 8	619	371	60%	225
009	AMHERST	49	20	41%	4
011	APPOMATTOX	61	12	20%	4
019	BEDFORD CO./CITY	119	46	39%	12
031	CAMPBELL	154	52	34%	0
680	LYNCHBURG	357	190	53%	55
	EDD 9	740	320	43%	75
083	HALIFAX	138	35	25%	22
089	HENRY	122	31	25%	9
141	PATRICK	99	42	42%	30
143	PITTSYLVANIA	83	33	40%	18
590	DANVILLE	472	200	42%	122
690	MARTINSVILLE	92	32	35%	16
	EDD 10	1,006	373	37%	217
007	AMELIA	21	5	24%	3
025	BRUNSWICK	85	37	44%	20
029	BUCKINGHAM	37	14	38%	8
037	CHARLOTTE	23	7	30%	9
049	CUMBERLAND	25	7	28%	0
081	GREENSVILLE/EMPORIA	62	13	21%	4
111	LUNENBURG	23	2	9%	2
117	MECKLENBURG	45	4	9%	2
135	NOTTOWAY	69	13	19%	6
147	PRINCE EDWARD	78	30	38%	16
	EDD 11	468	132	28%	70
041	CHESTERFIELD/C.H.	457	176	39%	91
075	GOOCHLAND	24	9	38%	8
085	HANOVER	45	23	51%	16
087	HENRICO	656	417	64%	230
145	POWHATAN	21	4	19%	4
760	RICHMOND	2,091	969	46%	292
	EDD 12	3,294	1,598	49%	641

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 4 - SFY 99
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u>	<u>Column B</u>	<u>Column C</u>	<u>Column D</u>
		NUMBER VIEW EMPLOYED	NUMBER RECEIVED DAY CARE SERVICES	PERCENT VIEW EMPLOYED RECEIVING DAY CARE	VIEW CHILDREN RECEIVING TRANSITIONAL DAY CARE
	Statewide	22,524	10,253	46%	4,739
033	CAROLINE	66	36	55%	7
099	KING GEORGE	44	27	61%	9
177	SPOTSYLVANIA	111	57	51%	37
179	STAFFORD	63	35	56%	42
630	FREDERICKSBURG	120	80	67%	46
	EDD 13	404	235	58%	141
057	ESSEX	24	10	42%	6
097	KING & QUEEN	6	3	50%	0
101	KING WILLIAM	18	6	33%	0
103	LANCASTER	42	9	21%	1
115	MATHEWS	9	4	44%	2
119	MIDDLESEX	33	7	21%	2
133	NORTHUMBERLAND	20	9	45%	12
159	RICHMOND CO.	17	4	24%	2
193	WESTMORELAND	51	18	35%	10
	EDD 14	220	70	32%	35
036	CHARLES CITY	11	4	36%	1
073	GLOUCESTER	98	48	49%	15
095	JAMES CITY	58	28	48%	8
127	NEW KENT	19	10	53%	4
199	YORK/POQUOSON	73	45	62%	25
650	HAMPTON	862	380	44%	191
700	NEWPORT NEWS	1,272	556	44%	229
830	WILLIAMSBURG	19	9	47%	8
	EDD 15	2,412	1,080	45%	481
053	DINWIDDIE	79	34	43%	9
149	PRINCE GEORGE	53	26	49%	14
181	SURRY	25	6	24%	6
183	SUSSEX	63	15	24%	9
670	HOPEWELL	195	88	45%	48
730	PETERSBURG	448	170	38%	67
	EDD 16	863	339	39%	153
093	ISLE OF WIGHT	105	37	35%	12
175	SOUTHAMPTON	61	28	46%	7
550	CHESAPEAKE	746	397	53%	113
620	FRANKLIN	84	30	36%	11
710	NORFOLK	1,718	738	43%	134
740	PORTSMOUTH	1,208	443	37%	86
800	SUFFOLK	392	156	40%	96
810	VIRGINIA BEACH	816	481	59%	183
	EDD 17	5,130	2,310	45%	642
001	ACCOMACK	78	26	33%	27
131	NORTHAMPTON	107	47	44%	31
	EDD 18	185	73	39%	58

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 5 - SFY 96, SFY 97, SFY 98 and SFY 99
Statewide**

<u>FIPS LOCALITY</u>	Column A Number VIEW Participants Left With Employment <u>1st 42 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 36 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>
Statewide	15,984	9,983	62%	11,949	8,519	71%
027 BUCHANAN	52	35	67%	35	18	51%
051 DICKENSON	44	25	57%	27	19	70%
105 LEE	60	43	72%	37	21	57%
167 RUSSELL	97	82	85%	72	29	40%
169 SCOTT	31	11	35%	20	12	60%
185 TAZEWELL	117	54	46%	65	38	58%
195 WISE	148	76	51%	88	46	52%
720 NORTON	25	17	68%	13	7	54%
EDD 1	574	343	60%	357	190	53%
021 BLAND	16	10	63%	12	11	92%
035 CARROLL	125	36	29%	112	99	88%
077 GRAYSON	67	37	55%	60	53	88%
173 SMYTH	163	85	52%	144	127	88%
191 WASHINGTON	132	60	45%	123	104	85%
197 WYTHE	133	63	47%	124	108	87%
520 BRISTOL	173	86	50%	148	130	88%
640 GALAX	64	31	48%	57	50	88%
EDD2	873	408	47%	780	682	87%
005 ALLEGHANY/COV.	13	6	46%	6	4	67%
023 BOTETOURT	9	4	44%	5	4	80%
045 CRAIG	5	1	20%	5	5	100%
063 FLOYD	18	10	56%	16	13	81%
067 FRANKLIN CO.	44	24	55%	32	24	75%
071 GILES	11	10	91%	8	5	63%
121 MONTGOMERY	109	57	52%	58	41	71%
155 PULASKI	69	36	52%	48	34	71%
161 ROANOKE CO.	64	35	55%	44	29	66%
560 CLIFTON FORGE	11	3	27%	6	5	83%
750 RADFORD	20	10	50%	12	10	83%
770 ROANOKE	240	129	54%	139	89	64%
EDD 3	613	325	53%	379	263	69%
015 AUGUSTA	52	24	46%	35	29	83%
017 BATH	2	0	0%	1	1	100%
091 HIGHLAND	1	0	0%	1	1	100%
163 ROCKBRIDGE/B.V./LI	40	30	75%	33	22	67%
165 ROCKINGHAM	67	46	69%	46	30	65%
660 HARRISONBURG	84	34	40%	47	35	74%
790 STAUNTON	45	23	51%	30	22	73%
820 WAYNESBORO	62	38	61%	46	35	76%
EDD 4	353	195	55%	239	175	73%

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 5 - SFY 96, SFY 97, SFY 98 and SFY 99
Statewide**

EIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F
	Number VIEW Participants Left With Employment <u>1st 42 months</u>	Number in Column A Who Retained Employment <u>6+ MONTHS</u>	Percent Who Retained Employment <u>6+ months</u>	Number Who Left With Employment <u>1st 36 months</u>	Number in Column D Who Stayed Off TANF <u>for 12 months</u>	Percent Who Stayed Off TANF <u>for 12 months</u>
Statewide	15,984	9,983	62%	11,949	8,519	71%
043 CLARKE	19	10	53%	15	13	87%
069 FREDERICK CO.	43	26	60%	32	24	75%
139 PAGE	48	29	60%	41	29	71%
171 SHENANDOAH	55	34	62%	39	30	77%
187 WARREN	76	55	72%	59	38	64%
840 WINCHESTER	95	50	53%	72	53	74%
EDD 5	336	204	61%	258	187	72%
013 ARLINGTON	528	416	79%	453	391	86%
059 FAIRFAX CO./CITY/F.	1,549	901	58%	1,338	1,138	85%
107 LOUDOUN	197	157	80%	170	149	88%
153 PRINCE WILLIAM	877	602	69%	696	560	80%
510 ALEXANDRIA	514	391	76%	435	334	77%
683 MANASSAS	124	80	65%	103	82	80%
685 MANASSAS PARK	62	45	73%	58	49	84%
EDD 6	3,851	2,592	67%	3,253	2,703	83%
047 CULPEPER	118	77	65%	108	88	81%
061 FAUQUIER	127	82	65%	122	110	90%
113 MADISON	26	14	54%	22	18	82%
137 ORANGE	94	58	62%	81	72	89%
157 RAPPAHANNOCK	14	5	36%	13	12	92%
EDD 7	379	236	62%	346	300	87%
003 ALBEMARLE	62	42	68%	39	31	79%
065 FLUVANNA	13	9	69%	11	10	91%
079 GREENE	15	8	53%	11	9	82%
109 LOUISA	33	24	73%	20	13	65%
125 NELSON	12	4	33%	10	8	80%
540 CHARLOTTESVILLE	209	158	76%	118	67	57%
EDD 8	344	245	71%	209	138	66%
009 AMHERST	74	51	69%	66	56	85%
011 APPOMATTOX	77	37	48%	67	55	82%
019 BEDFORD CO./CITY	177	98	55%	156	131	84%
031 CAMPBELL	184	112	61%	154	121	79%
680 LYNCHBURG	396	264	67%	330	247	75%
EDD 9	908	562	62%	773	610	79%
083 HALIFAX	143	89	62%	119	85	71%
089 HENRY	147	63	43%	116	98	84%
141 PATRICK	75	64	85%	61	38	62%
143 PITTSYLVANIA	132	69	52%	110	98	89%
590 DANVILLE	357	228	64%	279	192	69%
690 MARTINSVILLE	100	40	40%	82	59	72%
EDD 10	954	553	58%	767	570	74%

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 5 - SFY 96, SFY 97, SFY 98 and SFY 99
Statewide**

EIPS LOCALITY	Column A Number VIEW Participants Left With Employment 1st 42 months	Column B Number in Column A Who Retained Employment 6+ MONTHS	Column C Percent Who Retained Employment 6+ months	Column D Number Who Left With Employment 1st 36 months	Column E Number in Column D Who Stayed Off TANF for 12 months	Column F Percent Who Stayed Off TANF for 12 months
Statewide	15,984	9,983	62%	11,949	8,519	71%
007 AMELIA	11	6	55%	9	8	89%
025 BRUNSWICK	43	23	53%	24	17	71%
029 BUCKINGHAM	12	9	75%	7	6	86%
037 CHARLOTTE	18	7	39%	14	9	64%
049 CUMBERLAND	9	4	44%	2	1	50%
081 GREENSVILLE/EMP	28	18	64%	19	12	63%
111 LUNENBURG	16	13	81%	13	5	38%
117 MECKLENBURG	22	10	45%	9	6	67%
135 NOTTOWAY	33	18	55%	22	8	36%
147 PRINCE EDWARD	31	26	84%	22	14	64%
EDD 11	223	134	60%	141	86	61%
041 CHESTERFIELD/C.H.	339	245	72%	245	174	71%
075 GOOCHLAND	20	16	80%	18	15	83%
085 HANOVER	31	24	77%	29	22	76%
087 HENRICO	476	351	74%	342	236	69%
145 POWHATAN	25	13	52%	25	19	76%
760 RICHMOND	1,251	909	73%	945	486	51%
EDD 12	2,142	1,558	73%	1,604	952	59%
033 CAROLINE	33	22	67%	21	13	62%
099 KING GEORGE	29	13	45%	21	13	62%
177 SPOTSYLVANIA	75	40	53%	57	42	74%
179 STAFFORD	74	34	46%	55	55	100%
630 FREDERICKSBURG	72	46	64%	44	33	75%
EDD 13	283	155	55%	198	156	79%
057 ESSEX	21	11	52%	16	11	69%
097 KING & QUEEN	4	2	50%	3	2	67%
101 KING WILLIAM	8	3	38%	4	2	50%
103 LANCASTER	19	10	53%	13	8	62%
115 MATHEWS	7	4	57%	7	5	71%
119 MIDDLESEX	19	10	53%	17	11	65%
133 NORTHUMBERLAND	19	11	58%	9	8	89%
159 RICHMOND CO.	12	3	25%	9	7	78%
193 WESTMORELAND	33	19	58%	22	15	68%
EDD 14	142	73	51%	100	69	69%
036 CHARLES CITY	4	1	25%	3	2	67%
073 GLOUCESTER	47	37	79%	30	16	53%
095 JAMES CITY	43	27	63%	33	23	70%
127 NEW KENT	12	9	75%	5	1	20%
199 YORK/POQUOSON	37	14	38%	19	11	58%
650 HAMPTON	455	241	53%	275	140	51%
700 NEWPORT NEWS	482	292	61%	288	139	48%
830 WILLIAMSBURG	11	6	55%	5	4	80%
EDD 15	1,091	627	57%	658	336	51%

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 5 - SFY 96, SFY 97, SFY 98 and SFY 99
Statewide**

EIPS LOCALITY	Column A Number VIEW Participants Left With Employment 1st 42 months	Column B Number in Column A Who Retained Employment 6+ MONTHS	Column C Percent Who Retained Employment 6+ months	Column D Number Who Left With Employment 1st 36 months	Column E Number in Column D Who Stayed Off TANF for 12 months	Column F Percent Who Stayed Off TANF for 12 months
Statewide	15,984	9,983	62%	11,949	8,519	71%
053 DINWIDDIE	59	46	78%	42	30	71%
149 PRINCE GEORGE	42	28	67%	29	24	83%
181 SURRY	17	12	71%	15	13	87%
183 SUSSEX	43	32	74%	36	26	72%
670 HOPEWELL	152	97	64%	119	73	61%
730 PETERSBURG	312	223	71%	232	152	66%
EDD 16	625	438	70%	473	318	67%
93 ISLE OF WIGHT	56	30	54%	36	18	50%
175 SOUTHAMPTON	25	12	48%	16	7	44%
550 CHESAPEAKE	286	166	58%	152	61	40%
620 FRANKLIN	34	28	82%	22	9	41%
710 NORFOLK	711	354	50%	417	233	56%
740 PORTSMOUTH	359	234	65%	219	117	53%
800 SUFFOLK	188	117	62%	112	59	53%
810 VIRGINIA BEACH	423	256	61%	268	164	61%
EDD 17	2,082	1,197	57%	1,242	668	54%
1 ACCOMACK	116	70	60%	96	72	75%
131 NORTHAMPTON	95	68	72%	76	44	58%
EDD 18	211	138	65%	172	116	67%

