

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

**Report on the Virginia Independence
Program Implementation, Impacts and
Outcome Measures**

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



**COMMONWEALTH OF VIRGINIA
RICHMOND
2003**



COMMONWEALTH of VIRGINIA

DEPARTMENT OF SOCIAL SERVICES

December 2, 2002

To: The Honorable Mark R. Warner
and
Members of the General Assembly

The report contained herein is submitted pursuant to §63.2-619 of the *Code of Virginia* and Item 363 of the 2002 Appropriations Act. Section 63.2-619 requires the Department of Social Services to file an annual report on the Virginia Independence Program (VIP) with the Governor and the General Assembly. The report is to describe program achievements for the past year. In addition, the 2002 Appropriations Act, Item 363, directs the Department of Social Services to combine the VIP annual report with a report on initiatives funded with the Temporary Assistance for Needy Families (TANF) funds.

Virginia's welfare reform program has performed well in placing participants in employment and increasing the earnings of participants. Since VIP was implemented in July 1995, the TANF caseload has dropped from 70,797 to a little less than 30,400 in June 2000, a decrease of more than 57 percent. Of the approximately 77,000 TANF recipients enrolled in the Virginia Initiative for Employment not Welfare Program (VIEW) since 1995, more than 55,000 found employment and joined the work force by June 2002. This caseload decline contributed to a net savings in federal and state funds of over \$435 million.

Item 363 of the 2002 Appropriations Act provides for a spending strategy designed to protect families at risk and facilitate the transition to become economically self-sufficient. Federal TANF funds are being used to fund these strategies. Descriptions of these strategies are included in the attached report.

Respectfully Submitted,

A handwritten signature in black ink that reads "Maurice A. Jones".

Maurice A. Jones
Commissioner

Report on the Virginia Independence Program Implementation, Impacts and Outcome Measures

Department of Social Services
December 2, 2002

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Report on the Virginia Independence Program Implementation, Impacts and Outcome Measures

Executive Summary

The federal Temporary Assistance for Needy Families (TANF) block grant funds a host of important and effective programs throughout the Commonwealth including the Virginia Independence Program (VIP). The Virginia Independence Program (VIP) consists of two related but distinct sets of requirements for TANF participants, eligibility requirements and work requirements. The policies that mandated eligibility requirements were effective statewide on July 1, 1995. The Virginia Initiative for Employment not Welfare Program (VIEW) is the work-related portion of VIP that requires participants to be employed or engaged in a work activity. Implementation of VIEW was phased in over a two-year period beginning in July 1995 and ending in October 1997.

Since VIP was implemented in July 1995, the TANF caseload has dropped from 70,797 to a little less than 30,400 in June 2002, a decrease of more than 57 percent. Of the approximately 77,000 TANF recipients enrolled in VIEW since 1995, more than 55,000 found employment and joined the work force by June 2002. This caseload decline contributed to a net savings in federal and state funds of over \$435 million.

Virginia's welfare reform program has performed well in placing participants in employment and increasing the earnings of participants. However, the percentage of TANF cases exempt from participation in VIEW continues to rise. Currently, about two-thirds of families receiving TANF are exempt from participation in the VIEW program. Families currently exempt from VIEW do not receive services and may be vulnerable when Virginia's welfare reform waivers expire and they are subject to limits on how long they can receive TANF. A program goal for the upcoming year is to increase the percentage of TANF participants engaged in work and other self-sufficiency activities.

TANF was supposed to be reauthorized by Congress before September 30, 2002. Currently the program is operating under a continuing resolution. It is unclear as to whether the continuing resolution will be extended or a reauthorization bill will be passed. When reauthorization does occur, the program requirements could change. However, regardless of the outcome of federal legislation, Virginia has an opportunity to create a more efficient and effective service delivery system by building upon past success, taking advantage of the flexibility afforded by the current block grant, and more effectively partnering with other social and workforce agencies at the state and local levels. By combining this flexibility with the better use of technology in the delivery and management of services, Virginia can create a more seamless and effective system of service delivery that meshes social services and workforce development with economic development.

Report on the Virginia Independence Program Implementation, Impacts and Outcome Measures

Study Charge

Section 63.2-619 of the *Code of Virginia* states:

- A. *In administering the [Virginia Independence] Program, the Commissioner shall develop and use evaluation methods that measure achievement of the goals of the Program as specified in §63.2-601.*
- B. *The Commissioner shall file an annual 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 its effectiveness and funding status, statewide and for each locality; and a comparison of the results of the previous annual reports. [Appendix A contains a copy of this legislation.]*

The 2002 Appropriations Act, Item 363 states:

[The Department of Social Services] shall report annually to the Governor, the Secretary of Health and Human Resources, the Chairmen of the House Appropriations and Senate Finance Committees, and the [Department of Planning and Budget] regarding spending; program results; clients served; the location, size, implementation status, and nature of projects funded with TANF funds; results of all formal evaluations; and recommendations for continuation, expansion, and redesign of the projects. Such report shall be combined with the report required by §63.1-133.54, Code of Virginia. [Appendix B contains a copy of this section of the 2002 Appropriations Act.]

Virginia Independence Program Implementation

The Virginia Independence Program (VIP) consists of two related but distinct sets of requirements for recipients of Temporary Assistance for Needy Families (TANF), eligibility requirements and work requirements. The policies that mandated the eligibility requirements were effective statewide on July 1, 1995. These eligibility policies encourage participants to take personal responsibility for their family by requiring TANF participants to cooperate with paternity establishment, have their children attend school regularly, and immunize their children. TANF participants who do not meet these requirements are sanctioned. VIP eligibility policies also put a cap on benefits for children born more than ten months after TANF assistance is authorized.

VIP eligibility policies are instrumental in focusing TANF participants on personal responsibility. The vast majority of participants has complied with VIP policies and has not needed to be sanctioned for failure to cooperate.

The Initiative for Employment not Welfare Program (VIEW) is the work-related portion of VIP. VIEW was phased in over a two-year period beginning in July 1995 and ending in October 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.

To implement VIP and VIEW, Virginia had to secure waivers of federal regulations. Key elements of the VIEW program that needed waivers included:

- changing the work exemption so that parents of children over the age of 18 months had to participate;
- imposing a two-year time limit on TANF benefits for families participating in VIEW;
- allowing a full family sanction;
- eliminating the reconciliation process required for sanctioning;
- imposing a period of ineligibility; and
- requiring the signing of an "Agreement of Personal Responsibility" to continue receiving TANF.

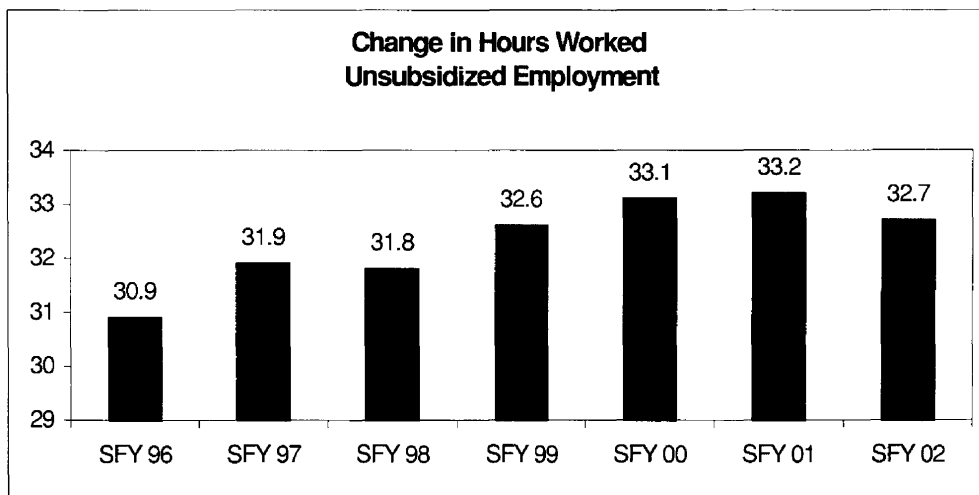
Since VIP was implemented in July 1995, the TANF caseload has dropped by about 40,000 cases, from 70,797 to a little less than 30,400 in June 2002, a decrease of more than 57 percent. Of the approximately 77,000 TANF recipients enrolled in VIEW since 1995, more than 55,000 found employment and joined the work force by June 2002. The caseload decline contributed to a net savings in federal and state funds of over \$435 million.

VIP Outcome Measures

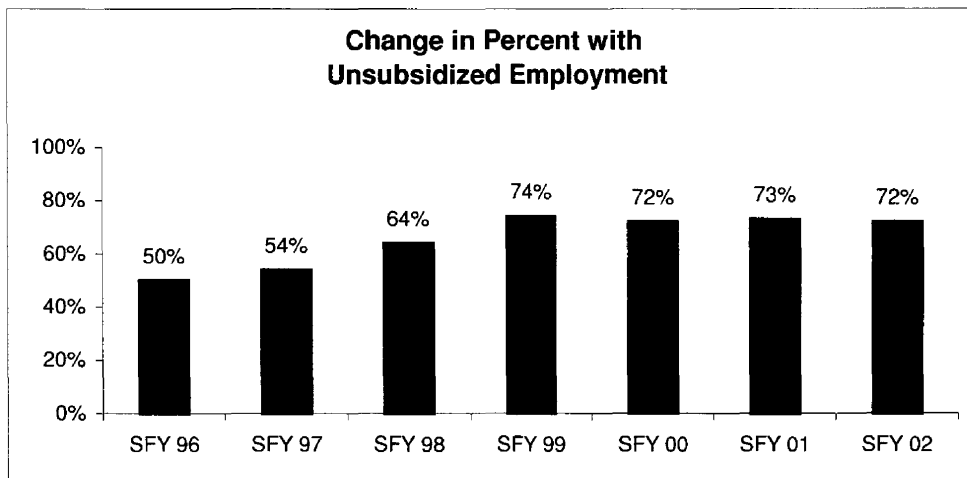
The outcome measures cover employment, earnings, program sanctions and supportive services. For state fiscal year (SFY) 2002 the outcome measures show: a low rate of eligibility sanctions; a high rate of employment; and high rates of participants leaving TANF with employment.

Overall, the outcome measures show that for the seven state fiscal years from 1996 through 2002:

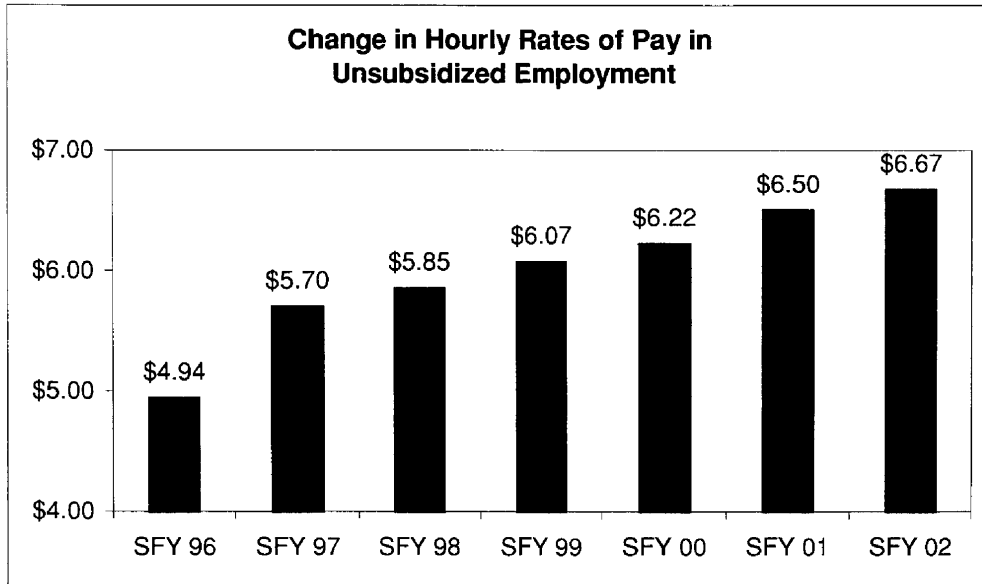
The average number of hours worked in unsubsidized employment rose from 30.9 in SFY 96, to 32.7 in SFY 02.



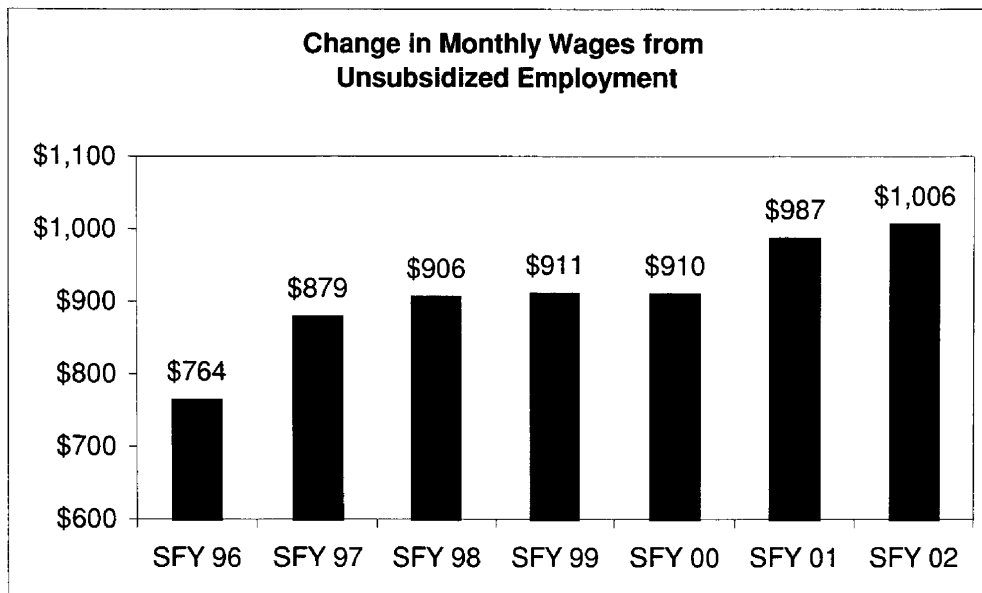
The percent of VIEW participants who worked in unsubsidized employment rose from 50 percent in SFY 96 to 72 percent in SFY 02.



Average hourly wages earned by VIEW participants increased from \$4.94 in SFY 96 to \$ 6.67 in SFY 02.



Average monthly earnings for VIEW participants who left TANF with unsubsidized employment increased from \$764 in SFY 96 to \$1,006 in SFY 02.



During SFY 02:

- 7 percent of VIEW participants were enrolled in Community Work Experience (CWEP) – a slight increase from the 6 percent enrolled in SFY 01;
- 46 percent of VIEW cases left TANF with unsubsidized employment;
- 2,201 TANF recipients received VIEW transitional child care; and,
- transportation and other supportive services totaling \$12.5 million in expenditures were provided to VIEW participants.

During the seven program years, from SFY 96 through SFY 02:

- at least 62 percent of employed VIEW participants retained employment for at least six months beyond the closure of their TANF cases;
- 98 percent of the cases that left TANF with employment did not return to TANF within 12 months; and,
- transportation and other supportive services totaling \$52.2 million in expenditures were provided to VIEW participants.

The outcome measures for the Virginia Independence Program are reported in Tables 1 to 5 in Appendix C. Tables 1 to 4 cover both statewide and locality specific data for SFY 02. Table 5 covers statewide and locality specific data for the seven years of program implementation since these variables require elapsed time. A statewide summary of the outcome measures is given below. Unless otherwise specified, totals are unduplicated by case for the stated periods.

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

For SFY 02, 531 TANF cases were sanctioned for failure to cooperate with establishing paternity.

From SFY 96 through SFY 02, 5,234 TANF cases received this sanction.

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

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

For SFY 02, 134 TANF cases were sanctioned for failure to comply with compulsory school attendance policy.

From SFY 96 through SFY 02, 2,151 TANF cases were sanctioned for failure to comply with compulsory school attendance policy.

(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 02, 5,148 TANF cases referred to VIEW were terminated for failure to participate in VIEW.

From SFY 96 through SFY 02, 28,485 TANF cases were terminated for failure to participate in VIEW.

(The total is based on the number of mandatory VIEW adults who were removed from the TANF grant while their VIEW clock was 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 02, 1,920 cases were sanctioned for failure to sign the personal responsibility agreement.

From SFY 96 through SFY 02, 12,396 cases received this sanction.

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

During SFY 02, 1,668 cases received Diversionary Assistance payments.

From SFY 96 to SFY 02, 6,361 cases received Diversionary Assistance payments.

(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 that did not become TANF recipients after their period of ineligibility for TANF benefits. (Table 1, Column F)**

During SFY 02, 1,668 cases received Diversionary Assistance payments. Of these, 1,451 (87 percent) did not become TANF recipients after the period of ineligibility ended.

Since SFY 96, 6,361 cases received Diversionary Assistance payments. Of these, 4,716 (74 percent) did not become TANF recipients after the period of ineligibility ended.

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

During SFY 02, of the 22,590 TANF recipients that enrolled in VIEW, 16,244 (72 percent) of the VIEW enrollees were employed in unsubsidized jobs.

From SFY 96 through SFY 02, 71,736 TANF recipients enrolled in VIEW. Of these, 52,245 (73 percent) were employed in unsubsidized jobs.

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

On average, the 16,244 VIEW enrollees employed in unsubsidized jobs during SFY 02 worked 32.7 hours per week.

On average, the 52,245 VIEW enrollees employed in unsubsidized jobs worked 32.8 hours per week from SFY 96 through SFY 02.

(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 \$6.67 for the 16,244 VIEW enrollees employed in unsubsidized jobs during SFY 02.

Hourly rates of pay averaged \$6.36 for the 52,245 VIEW enrollees employed in unsubsidized jobs from SFY 96 through SFY 02.

(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 02, of the 22,590 TANF recipients that enrolled in VIEW, 1,626 (7 percent) participated in CWEP.

From SFY 96 through SFY 02, of the 71,736 TANF recipients that enrolled in VIEW, 9,969 (14 percent) participated in CWEP.

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

During SFY 02, 7,440 (46 percent) of the VIEW employed participants had employment when they closed.

From SFY 96 through SFY 02, 36,462 (70 percent) of the VIEW employed participants had employment when they closed their case.

(Employment is based on information reported to caseworkers and recorded in ESPAS, 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 \$1,006 for VIEW employed participants who left TANF with employment during SFY 02.

Monthly wages averaged \$941 for VIEW employed participants who left TANF with employment from SFY 96 through SFY 02.

(Monthly wages are equal to average hours times 4.33 weeks times hourly rate of pay.)

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

During SFY 02, 7,259 (45 percent) of employed VIEW participants received child day care services.

From SFY 96 through SFY 02, 29,365 (56 percent) of employed VIEW participants received child day care services.

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

During SFY 02, 2,201 TANF recipients received VIEW transitional day care.

From SFY 96 through SFY 02, 13,926 TANF recipients received VIEW transitional day care.

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

In the first 78 months of the VIP/VIEW program, 33,762 VIEW participants left TANF with unsubsidized employment. Of those, 20,833 (62 percent) retained employment for at least six months.

(This measure requires at least six months elapsed time before the end of the state fiscal year.)

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

In the first 72 months of the VIP/VIEW program, 28,495 VIEW participants left TANF with unsubsidized employment. Of those, 27,812 (98 percent) did not return to TANF within 12 months.

(This measure requires at least twelve months elapsed time after leaving TANF.)

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

The number and percent of VIEW participants receiving transportation and other services are not available. The total dollars spent after VIEW implementation was \$16.6 million for transportation and \$35.6 million for other supportive services.

Experiences of Virginia Time Limit Families After Case Closure

The report, "Experiences of Virginia Time Limit Families After Case Closure: 18-Month Followup with Cases Closed in 1998 and 1999," was prepared by Mathematica Policy Research Inc. in collaboration with Virginia Tech's Institute for Public Policy Research. It is the result of a multi-faceted evaluation of welfare reform in Virginia and is the third of four studies on time limits and one of five in a comprehensive evaluation of welfare reform.

The study assesses the status of Virginia Initiative for Employment not Welfare (VIEW) program participants 18 months after they reached their 24-month time limit for TANF benefits.

Key findings from the time limit study show:

- 90 percent worked at some time in the 18 months since case closure.
- 61 percent worked in the month of case closure.
- 66 percent were working 18 months after case closure.
- 82 percent of those working at the time of the 18-month interview worked at least 30 hours or more a week for an average of \$7.10 per hour.
- Monthly earnings between the six- and 18-month interviews increased from \$989 to \$1,168.
- Nearly 64 percent of respondents who worked had one or more periods of unemployment, lasting on average for six months, after case closure.
- The percent receiving child support increased from 22 percent at case closure to 34 percent 18 months later.
- The percentage of families receiving food stamp benefits fell from 86 percent at case closure to 59 percent 18 months later.
- While only 18 percent of children were without health coverage at the 18-month interview, almost 59 percent of parents in these families lacked health insurance.
- The percentage of families receiving a child care subsidy declined from 30 percent at case closure to 17 percent 18 months later.
- Three-quarters reported their situation was the same or better than when they were receiving TANF.
- Three-quarters of children in families had a well-child visit to a physician in the past year, with 90 percent reported to be in good, very good or excellent health.

Programs Funded with the Temporary Assistance for Needy Families Block Grant

Item 363 of the 2002 Appropriations Act provides for a spending strategy designed to protect families at risk and facilitate the transition to become economically self-sufficient. Federal TANF funds are being used to fund these strategies. Below is a description of these projects.

Partners in Prevention (Community-Based Non-marital Pregnancy Prevention Program)

The Department of Health received TANF funding of \$1,000,000 for SFY 02 to operate the Partners in Prevention (PIP) program. This program was established to encourage and support community-directed strategies to prevent and reduce the incidence of non-marital births.

In 1998, Virginia reported that 28.8 percent of all non-marital births were to teens aged 10 to 19 and 55.4 percent were to young adults aged 20 to 29 (Virginia Health Statistics Annual Report, Vol. I & III, 1998). In 1999, Virginia reported that 28.5 percent of all non-marital births were to teens aged 10 to 19 and 55.8 percent were to young adults aged 20 to 29 (Virginia Health Statistics Annual Report, Vol. I & II, 1999).

In consideration of these findings, the PIP initiative targets a primary audience of young adults aged 20 to 29 to reduce the non-marital birth rate. This initiative has a secondary target audience of teens, aged 10 to 19. Areas of concern that each coalition addresses are: marriage before conception; male responsibility; discouraging cohabitation outside of marriage; delaying sexual involvement until marriage; and discouraging high risk sexual behavior.

Partners in Prevention employs creative strategies using media campaigns, direct intervention, and public forums. It also works in cooperation with similar initiatives such as the Virginia Abstinence Education Initiative; the Virginia Fatherhood Campaign; the Teen Pregnancy Prevention Initiative; and Family Planning.

The Department of Health is charged with the management, oversight and technical assistance of \$880,000 in grant funding to continue local Partners in Prevention coalitions. Currently, there are 17 local coalitions, representing 48 cities and counties. The remaining \$120,000 is for program operation, including the implementation of a statewide social marketing campaign and program evaluation.

During SFY 02, PIP provided direct service to 59,406 participants that included activities such as attending group educational training's, workshops, camps, and school presentations. In addition, they estimate 29,407,782 members of their target audiences have viewed or heard billboards, brochures, bus ads, posters, flyers, radio and TV ads. The 2002 PIP Annual Report indicates that 15 of the 48 cities and counties served by the 17 PIP coalitions have reduced their non-marital birth rates since the program's inception in 1999.

Virginia Abstinence Education Initiative

This program targets seventh through eleventh grade students, both in and out of school. In the case of the County of Sussex's *I Can Abstain Now Program*, students learn the importance of maintaining an abstinent lifestyle and postponing sexual involvement. Students receive classroom instruction, one-to-one sessions with abstinence educators and experiential learning sessions with peer educators. The Department of Health has been allocated \$211,000 in TANF funds to administer the program in SFY 2002. The Department of Health is responsible for management, implementation, and administration of an evaluation of the following five abstinence education programs:

- *Reasons of the Heart*: Alliance for Families and Children (Fairfax County and Fauquier County), serving 1,700 participants in SFY 02;
- *Individuals Abstaining 'Till Marriage*: Alliance for Families and Children (Pittsylvania County and the City of Lynchburg), serving 500 participants in SFY 02;
- *Very Important Person (VIP)*: Horizons Unlimited Ministries, Inc. (Newport News - East End and Denbigh areas), serving 120 participants in SFY 02;
- *I Can Abstain Now*: Sussex County Department of Social Services (Sussex County), serving 700 participants in SFY 02; and,
- *My Choice, My Future!*: Powhatan County Department of Health (Powhatan County), serving 120 participants in SFY 02.

Virginia Fatherhood Campaign

The Virginia Department of Health was allocated \$300,000 for SFY 02 to administer the Fatherhood Campaign. This initiative was established to address the many negative health and developmental outcomes of a father's absence from the family. These include greater risks of teen pregnancy, higher rates of childhood diseases, and greater risk of substance abuse and school dropout.

The fatherhood initiative offers programs for fathers who live apart from their children and who need to increase their capacity to provide emotional and financial support for their children. In order to strengthen families in Virginia and reduce family economic dependence on government, the fatherhood initiative is devoted to involving fathers in supporting their children, keeping fathers involved with their children and families, and improving the quality of parenting. During SFY 02, fatherhood programs served 1,637 participants. During the course of the year, 333 fathers regularly attended scheduled group sessions. Information obtained from the Quarterly Progress Report reveals the following information on program participants:

- 17 percent (275) were unmarried, non-custodial parents;
- .9 percent (14) were married since joining the program;

- 8 percent (123) had child support cases with the Division of Child Support Enforcement;
- .4 percent (6) established paternity since joining the program;
- .9 percent (14) established a child support order since joining the program;
- 4 percent (69) have been making regular child support payments since joining the program;
- 3 percent (50) have gained employment since joining the program; and,
- 11 percent (175) have maintained employment since joining the program.

The Fatherhood Campaign activities are offered through community workshops, community grants, training, brochures/posters, and technical assistance for public and private non-profit family service providers. During SFY 02, Fatherhood Campaigns held 129 Community Outreach Events across the state reaching 9,237 individuals.

Domestic Violence Services

The services provided are crisis and core services to victims of domestic violence, including 24-hour crisis telephone service; shelter; crisis counseling; supportive counseling; information and referral; transportation; coordination of services; legal advocacy; and basic children's services for children of victims of domestic violence. The target population served is women who are victims of domestic violence who have dependent children with them, or who are pregnant. One million dollars in TANF block grant funding was appropriated for each year of the 2001-2002 biennium.

In SFY 02, The Virginia Department of Social Services Domestic Violence Prevention Services program funded 47 local and one statewide domestic violence program throughout the Commonwealth. Thirty-five of the local programs received funding from TANF. The following is a breakdown of services received by TANF eligible adults:

- 2,643 adults received advocacy services;
- 770 adults received legal advocacy services;
- 1,409 adults received shelter; and,
- 2,187 adults whose children received advocacy services.

Community Action Agencies

The Community Action Network consists of 24 local agencies that provide a wide array of services for low-income families and individuals. TANF funds are used to provide a variety of services to needy families including emergency services; case management services; supportive services including child care and transportation to employed families; cars for work programs; individual development account programs; intensive life skills training for families who are at risk to lose children to foster care; and computer skills. The appropriation for this program was \$750,000 from federal TANF block grant funds for each year of the 2001-2002 biennium.

The program is targeted to serve needy families with minor children. The localities served by the community action agencies are listed below:

Accomack County	Halifax County	Wise County
Albemarle County	Henry County	Wythe County
Alleghany County	Isle of Wight County	Alexandria
Amelia County	James City County	Bedford
Amherst County	King and Queen County	Bristol
Appomattox County	King William County	Buena Vista
Arlington County	Lee County	Charlottesville
Bedford County	Louisa County	Chesapeake
Bland County	Lunenburg County	Clifton Forge
Botetourt County	Madison County	Covington
Brunswick County	Montgomery County	Danville
Buchanan County	Nelson County	Emporia
Buckingham County	New Kent County	Franklin
Campbell County	Northampton County	Galax
Caroline County	Nottoway County	Hampton
Carroll County	Orange County	Lexington
Charles City County	Patrick County	Lynchburg
Charlotte County	Pittsylvania County	Martinsville
Craig County	Powhatan County	Newport News
Cumberland County	Prince Edward County	Norfolk
Dickenson County	Pulaski County	Norton
Fairfax County	Roanoke County	Petersburg
Fauquier County	Rockbridge County	Portsmouth
Floyd County	Russell County	Radford
Fluvanna County	Scott County	Richmond
Franklin County	Smyth County	Roanoke
Giles County	Southampton County	Salem
Goochland County	Surry County	South Boston
Grayson County	Sussex County	Suffolk
Greene County	Tazewell County	Virginia Beach
Greensville County	Washington County	Williamsburg

During SFY 02, 2,030 households received services from community action agencies designed to meet their emergency needs. The following is a breakdown of some of the services received:

- 92 households received referrals to other agencies;
- 5 households received home repairs;
- 348 parents were able to work due to assistance with child care;
- 18 parents were able complete educational or job training due to child care;
- 59 individuals were able to obtain or maintain employment due to transportation services;

- 8 individuals received job readiness services;
- 19 fathers experienced increased parental involvement and personal growth;
- 33 households experienced an increase in parenting skills and self-sufficiency;
- 194 individuals received nutritious food services; and
- 67 individuals received computer training.

Centers for Employment Training

The Center for Employment Training (CET) is a nationally recognized training model. The General Assembly designated five organizations to receive TANF funds to replicate this model. Four of the five are community action agencies. The TANF funds are used to provide a variety of non-assistance employment services to needy families. The appropriation from the federal TANF block grant for CET was \$750,000 for each year of the 2001-2002 biennium.

The areas covered by CET are:

- Alexandria Center for Employment Training: Arlington, Fairfax City and County and the City of Alexandria;
- Lynchburg Community Action Group: Amherst, Appomattox, Bedford, and Campbell counties and the cities of Bedford and Lynchburg;
- People, Incorporated: Buchanan, Dickenson, Russell, and Washington counties and the City of Bristol;
- Southeastern Tidewater Opportunity Project: Isle of Wight and Southampton counties and the cities of Chesapeake, Franklin, Norfolk, Portsmouth, Suffolk, and Virginia Beach; and
- Total Action Against Poverty: Allegheny, Botetourt, Craig, Roanoke, and Rockbridge counties and the cities of Buena Vista, Clifton Forge, Covington, Lexington, Roanoke, and Salem.

The following program results were reported for SFY 02:

- 229 individuals were served;
- 147 individuals were placed in full-time employment;
- 108 individuals were placed in full-time employment with benefits;
- 112 individuals have increased their work hours; and,
- 121 individuals have increased their rate of pay.

Food Banks

Food banks consist of a variety of organizations that distribute food to low-income families. Some work directly with families and others are collection and distribution centers for smaller agencies. The appropriation for food bank initiatives from the federal TANF block grant was \$250,000 in each year of the 2001-2002

biennium. TANF funding for the food banks was used for expanded services to needy families.

The programs operate in the following sites:

- Food for Others, Fairfax, Virginia;
- Federation of Virginia Foodbanks, Richmond, Virginia;
- Reston Interfaith, Inc., Reston, Virginia; and,
- United Community Ministries, Alexandria, Virginia

During SFY 02, 49,494 individuals received nutritious food services at the average cost of \$5.02 per individual served.

Child Abuse and Neglect Advocacy Projects

TANF funds of \$100,000 were distributed to three Child Abuse and Neglect Advocacy Projects. These projects provide for the investigation, prosecution, case management, and treatment of child abuse and neglect.

Funds are used to expand the child and family treatment component of the projects. Child abuse/neglect treatment services include crisis intervention; mental health assessment and treatment; parent education; family treatment; or child and family support groups. Services focus on safely maintaining children in their own homes or in the homes of relatives. The projects target victims of child abuse or neglect and their families.

Areas served by the child abuse advocacy projects include: Southwest Virginia, including Bristol and Washington County; Franklin County; and Wythe County.

During SFY 02, the three child abuse/neglect advocacy projects served 96 families that included 134 children. Treatment outcomes were measured for improvements in child safety, health, and well-being. Of the 66 families completing TANF funded services, 54 families showed improvement in these areas; 12 families had no change, and no families deteriorated.

An additional goal for these projects is to coordinate the criminal, social services, medical, and mental health response to child abuse and neglect in an effort to reduce system trauma to children and their families and to improve outcomes. The three projects report improved interagency service coordination and better system outcomes because of interagency case staffing, team training, and protocol development.

Continuum of Housing Services

The General Assembly designated \$5.5 million in federal TANF block grant funds for each year of the 2001-2002 biennium for non-recurrent, short-term housing services

for the TANF eligible population. The appropriation was combined with state General Funds to expand three existing programs:

The State Homeless Housing Assistance (SHARE) Shelter Support Grant provides emergency assistance for TANF eligible families. Services have included housing; clothing; food; job training; life skills training; case management; and information and referral. At the time this report was being prepared, data for SFY 02 was still being tabulated. For the first nine months of SFY 02, 3,510 families and 8,578 individuals received services through this program.

The Child Care Coordinator Grant supported salaries of full-time and part-time service coordinators who arranged intensive social services needed by children in emergency shelters and transitional housing. Services included referrals for health assessments and immunizations; establishing procedures for dealing with infectious diseases in facilities; and handling matters dealing with sexual abuse and prevention, school and education. At the time this report was prepared, data for SFY 02 was still being tabulated. For the first nine months of the SFY 02, 2,459 children received services.

The SHARE Homeless Intervention Program provided up to four months of rental assistance to TANF eligible clients. Other non-TANF funds may extend the assistance up to nine months. In SFY 02, 873 TANF eligible families (2,912 individuals) received rental assistance. Clients received counseling on budgeting and housing and completed a self-sufficiency plan.

Comprehensive Health Investment Project (CHIP of VA)

The mission of CHIP of VA is "to partner with communities, to strengthen families with young children, to improve community health, and to increase family self sufficiency." CHIP of VA programs are local public/private partnerships, which provide comprehensive care coordination, family support and referral to medical and dental services for low-income at-risk children. CHIP programs provide a case management process which helps identified families connect to needed services. Local programs are overseen by both a management team (executive or senior level management of partner agencies - public health and community based organizations) and an advisory council (a broad group comprised of community representatives and local government; social services; health; mental health; education; private business; and parents).

CHIP's efforts to match a family to comprehensive preventive and primary care providers, coupled with family support services, guides families to the effective use of health care and community services. CHIP of VA builds the health of communities by promoting child health and increased family self-sufficiency. CHIP nurses and home visitors work to develop plans for parenting education, health and nutrition, home safety, education and job training. The appropriation for the program from the federal TANF block grant was \$700,000 for each year of the 2001-2002 biennium.

Currently, CHIP of VA operates in 11 sites, serving children in 29 localities across the state. Sites are located in Arlington; Charlottesville; Chesapeake; New River Valley-Radford; Norfolk; Petersburg; Portsmouth; Richmond; Roanoke; Southwest – Abingdon; and Williamsburg.

During SFY 02, CHIP nurses and outreach workers performed 28,042 home visits to enrolled families, and had 37,875 face-to-face contacts.

The delivery of core services at each CHIP site is monitored using the encounter data collected daily by all CHIP site staff. CHIP of Virginia's goal is that at least 85 percent of all enrolled families receive all four of the core services. The four CHIP core services are:

- screening, assessment and planning;
- education and support;
- follow-up; and,
- referral and outreach.

In SFY 02, each of the 11 CHIP sites met the core service objective. Overall, 94.8 of CHIP families had received all four core services.

A key component of CHIP's case management activities is ensuring effective use of community resources. During SFY 02, CHIP staff members made over 8,100 referrals to community services. Below is a summary of SFY 02 contacts with community service providers:

- 1,391 contacts with local departments of social services;
- 815 contacts with WIC;
- 379 contacts with emergency resource providers;
- 355 contacts with Child Protective Services;
- 349 contacts with mental health services;
- 241 contacts with employment services;
- 234 contacts regarding Medicaid applications;
- 501 contacts with schools;
- 448 contacts with housing services; and
- Numerous other contacts with doctors, dentists and other health services providers.

Families enrolled in CHIP have demonstrated positive outcomes related to health and self-sufficiency. Within one year of enrollment, 92 percent of CHIP children are up-to-date on their immunizations.

Of the mothers and fathers that have not received their high school diploma or GED, 13 percent of mothers and 12 percent of fathers had successfully done so after two years of program services.

CHIP's support to pregnant women has also demonstrated positive birth outcomes for children. Children born to mothers who were enrolled in CHIP at least 4 months prior to delivery were less likely to deliver prematurely, and less likely to have an infant with low birth weight.

Healthy Families

The Healthy Families model is designed to promote positive parenting, improve child health and development, and reduce child abuse and neglect. The model uses home visiting as the cornerstone of the approach to reach families with young children. Community collaboration is also key to the success of the initiative.

Families become involved with the program during pregnancy or at birth. A Healthy Families Assessment Worker completes a Family Needs Assessment. If a family is identified as being at high risk of child maltreatment, and in need of support services, that family is offered the opportunity to voluntarily participate in the Healthy Families program. When families accept services, comprehensive home visiting is initiated and Family Support Workers monitor and follow up on prenatal, postnatal, and pediatric care. Those parents whose Family Needs Assessment identifies other levels of potential support are offered information and referrals to other community resources.

Healthy Families programs offer voluntary, frequent home visiting services for up to five years to those families who agree to participate. The services include in-home parenting education; child development; preventive health care; and support services to parents who need and want individualized and comprehensive support. Families participating in Healthy Families are assigned a Family Support Worker who provides the in-home services based on developing a trusting relationship with families and building on family strengths. Family needs are assessed and an Individualized Family Support Plan is developed. This plan includes short and long-term family goals and strategies for achieving them. They may include: staying in school; finding a job or a better place to live; developing effective parenting techniques; home management skills; ensuring well baby care; etc. The plan becomes a guide for service provision and involves linking the family with appropriate community resources to help meet all of their identified needs.

For SFY 02, \$2,905,000 in federal TANF block grant funds was available for the Healthy Families program.

The program serves 84 cities and counties in Virginia. Localities served by Healthy Families are listed below:

Alexandria	Arlington	Harrisonburg
Staunton	Waynesboro	Augusta County
Bath County	Highland County	Rockingham County
Bedford	Bedford County	Lynchburg
Appomattox County	Amherst County	Charles City County

New Kent County	Charlottesville	Albemarle County
Chesterfield County	Colonial Heights	Culpeper
Danville	Pittsylvania County	Fairfax County
Fairfax City	Falls Church	Fauquier County
Hampton	Henrico County	Hopewell
Prince George County	Loudoun County	Newport News
Winchester	Clark County	Frederick County
Orange County	Petersburg	Amelia County
Buckingham County	Charlotte County	Cumberland County
Lunenburg County	Nottoway County	Prince Edward County
Manassas	Manassas Park	Prince William County
Fredericksburg	Caroline County	King George County
Spotsylvania County	Stafford County	Richmond City
Shenandoah County	Chesapeake	Norfolk
Portsmouth	Suffolk	Isle of Wight County
Essex County	Gloucester County	King William County
King & Queen County	Lancaster County	Mathews County
Middlesex County	Northumberland County	Richmond County
Westmoreland County	Virginia Beach	Martinsville
Franklin County	Patrick County	Henry County
Accomack County	Northampton County	Madison County
Rappahannock County	Lee County	Scott County
Wise County	Norton	Warren County

Healthy Families Virginia contracts with Joseph Galano, Ph.D. of the Applied Social Psychology Research Institute at the College of William and Mary, and Lee Huntington, Ph.D., of Huntington Associates, LTD to analyze the Healthy Families data collected from local sites. The SFY 02 evaluation report will be available in the fall of 2002.

Results of the latest statewide evaluation (SFY 01), which includes more than half of the Healthy Families Virginia sites, looks promising. Most notably, the rate of founded cases of abuse and neglect among participating families was only 1.2 percent. This is very low when compared to the rate for families with similar characteristics. A recent study of the Hampton site (the largest and most mature site in Virginia) found that their rate of child abuse and neglect had decreased 26.8 percent between 1992 and 2000, while the state rate had decreased by only 3.4 percent.

The avoidance of subsequent births to participating teen mothers within 24 months of their first birth was significantly higher than the 85 percent goal set by Healthy Families sites (outcomes varied by site). The Hampton study showed 0 percent subsequent births within 12 months of the first birth. The avoidance of subsequent pregnancies among non-teen participants for 24 months was 100 percent for those sites that measured avoidance of subsequent pregnancies.

The Hampton site measured a decrease in the infant mortality rate of more than twice that of their region between 1992 and 2000. Ninety-one percent of babies born to participating mothers had birth weights of at least 2500 grams.

Due to data collection problems with health care providers at several sites, the aggregated immunization rate for participating children was reported at 79 percent. The Hampton site's immunization rate was 96 percent.

St. Paul's College Pilot Program

St. Paul's College is located in Lawrenceville, Brunswick County, Virginia. The "Single Parent Support System" is a pilot program to address the post-secondary educational needs of TANF recipients or TANF-eligible family members who qualify for admission to St. Paul's College. The program outcome is directed toward increasing the self-sufficiency of program participants. The appropriation for this program from the federal TANF block grant was \$100,000 in each year of the 2001-2002 biennium.

The "Single Parent Support System" (SPSS) is a 12 month, residential program. SPSS parents carry a full load of courses, including summer school, leading to a degree in four years. Parents and their children are housed on campus in small apartments. Child care is provided on campus at the College's Child Development Center, which also serves other families in the college community and Lawrenceville.

Academically, participants are treated the same as all other St. Paul's students. In addition, participants are required to attend a weekly SPSS seminar with activities and programs designed to enhance achievement or success in academics, parenting and employment. A recent graduate of the program was class valedictorian and is currently in her third year of law school.

Under the terms of the contract, Virginia participants are required to graduate in four years; maintain at least a 2.5 grade point average; be employed in a job related to their career; and not have additional children while they are enrolled in SPSS. There are currently 14 Virginians enrolled in the program as well as eight out-of-state students who are not funded from Virginia resources. Of the 22 students, all are employed and on track to graduate in four years. Seventeen have a 2.5 grade point average or higher and none of the participants have had another out-of-wedlock pregnancy. Two participants graduated in 2002 and are now attending graduate school and four participants are currently on the Dean's list.

Economic Employment Improvement Program for Disadvantaged Persons

The Economic Employment Improvement Program for Disadvantaged Persons is designed to improve the employability of disadvantaged persons through education and skills training. Services provided by the grantees include training programs designed to meet specific employer needs; possible wage paying activities; and employment and career paths that provide higher paying wages and benefits. The training programs also

include job training; work-study; internship; apprenticeship; job shadowing; and part-time employment. This program targets individuals returning to the community from federal and state correctional institutions, chronically unemployed or hard-to-employ, and those displaced by technical advances in industry. The goal is to provide transitional assistance, which moves individuals into lasting unsubsidized employment leading to economic self-sufficiency. The appropriation for the Economic and Employment Improvement Program for Disadvantaged Persons was \$200,000 in federal TANF block grant funds for each year of the 2001-2002 biennium.

During SFY 02, the program served 153 participants. The program successfully placed 106 participants in unsubsidized employment, a 69 percent placement rate.

The programs operate in the following sites:

- Pittsylvania County Community Action, Inc., Chatham, Virginia;
- Greater Peninsula Workforce Development Consortium, Hampton, Virginia;
- Central Virginia Foodbank, Richmond, Virginia;
- Culpeper Department of Social Services, Culpeper, Virginia;
- Fifth District Employment and Training Consortium, Roanoke, Virginia;
- Capital Area Workforce Investment Board, Sandston, Virginia;
- Danville Community College, Danville, Virginia; and,
- Office of Human Affairs, Newport News, Virginia

Opportunity Knocks Program

The Opportunity Knocks program is designed to improve the employability of disadvantaged persons through education and skills training. Services provided include training programs designed to meet specific employer needs; possible wage paying activities; and employment and career paths that provide higher paying wages and benefits. The training programs also include job training; work-study; internship; apprenticeship; job shadowing; and part-time employment. The goal is to provide transitional assistance, which moves individuals into lasting unsubsidized employment leading to economic self-sufficiency. The appropriation for the Opportunity Knocks program from the federal TANF block grant was \$500,000 in each year of the 2001-2002.

The Opportunity Knocks program augments educational and employment options available to Virginia's disadvantaged youth and those at-risk (ages 18 to 25). The program is designed to meet the needs of youth that have not fared well in traditional programs.

During SFY 02, the program served 182 participants. The program successfully placed 99 of them in unsubsidized employment, a 54 percent placement rate.

The program operate in the following sites:

- People, Inc. of Southwest Virginia, Abingdon, Virginia;
- Total Action Against Poverty, Roanoke, Virginia;
- New Visions, New Ventures, Inc., Richmond, Virginia;
- Shenandoah Valley Workforce Investment Board/Project 1-2-1, Harrisonburg, Virginia; and,
- Opportunity Inc., Norfolk, Virginia.

Right Choices for Youth (RCFY), Mentoring, and Fatherhood

The overall mission of this initiative is to promote, coordinate, develop, and distribute educational and resource elements within the Commonwealth that allows young people to make right choices and to avoid risk behaviors in a comprehensive manner, particularly those risks from alcohol, tobacco, and drug use, and engaging in early sexual activity and violent behavior.

The objective is to build the capacity of state, public and private entities to work with regional, community/local entities to implement and carry out comprehensive youth risk behavior prevention programs. These programs may include, but are not limited to, mentoring; life skills; job preparation/career development; social skills; and abstinence education. Their focus includes strengthening of parent-child communications; promotion and enhancement of marriage and the marital relationship; promotion of responsible and involved fatherhood; and development of parenting skills.

The Virginia Department of Health has been designated as the lead agency for the initiative. Funding of \$830,000 from the federal TANF block grant was allocated for each year of the 2001-2002 biennium.

The following is a summary of RCFY activities during SYF 02:

- Over 750 youths and their leaders attended the Statewide Conference on Right Choices for youth.
- The Commonwealth Educational Policy Institute and RCFY conducted a charter education forum entitled "The Home-School Connection" for educators. The Initiative also published the "Promising Program Guidebook" of risk avoidance curriculums and programs in the United States.
- A partnership was established with the Martin Luther King Center for Nonviolence to create an interactive website to Dr. King's "Six Principles for Nonviolence."
- A Community Assets Assessments framework was developed to understand each community's level of readiness to promote youth development.
- Over 30 community forums were held statewide.
- Seven communities received \$25,000 seed grants.

- A telephone survey was conducted by the Center for Public Policy at Virginia Commonwealth University on adult perceptions of youth risk behaviors. The findings include:
 - youth in Virginia face serious challenges;
 - adults do not always provide the time, guidance, and support that are necessary to meet these challenges successfully;
 - parents may not be spending enough time with their children; and
 - more adults believe the situation of youth risk behaviors are getting worse instead of better.

Grants for the Hard-to-Serve

The General Assembly designated \$15 million from the TANF block grant for the 2001-2002 biennium to provide services for TANF clients with multiple and severe barriers to employment. The Department of Social Services (Department) has allocated about \$8.5 million to local departments of social services (LDSSs) for community projects through the issuance of a request for proposal (RFP), titled "Virginia's Welfare Reform: Employment Strategies for the Hardest-to-Serve." Forty projects were funded with these grants. Some of these projects included multiple local departments of social services. The projects include partnerships of LDSSs with other community service providers.

The projects supported diverse service approaches and strategies to help TANF clients find and maintain employment. Each project focused on barriers to employment. The majority of the grants focused on addressing the following barriers to employment:

- domestic violence;
- education;
- learning disabilities;
- mental health;
- substance abuse;
- transportation; and,
- workplace supports

Providing services to clients with these issues required, in all projects, intensive screening, assessment, and diagnostics. The LDSSs used psychologists, clinicians, social workers, and other professionals to perform this work. Also required were:

- coordination among various professionals;
- priority access for TANF clients to on-site specialized testing and other services;
- development of new programs to address employment barriers (for example, "Bridges to Practice" has focused on learning disabilities and "Workplace Essential Skills" has focused on low levels of literacy. Both

programs have emphasized improving skills for the purposes of obtaining and retaining employment);

- intensive case management and related services; and,
- facilitation of job entry and job retention.

In the 2001-2002 biennium, the General Assembly designated \$1.75 million of the TANF Hard-to-Serve funds for the Department of Rehabilitative Services (DRS) to provide community-based services for TANF clients with disabilities. The Department allocated an additional \$500,000 to DRS to expand and enhance these projects.

DRS has administered these funds through a request for proposal (RFP) process to Employment Services Organizations (ESO) and Centers for Independent Living (CIL). These projects have provided a continuum of employment services in eight projects, serving about 30 localities. The services provided include:

- identification and resolution of barriers to employment;
- employment preparation activities;
- skills development needed to become employed;
- securing unsubsidized employment in the least amount of time possible; and,
- coping skills development needed to remain employed and achieve economic independence.

The Department and DRS have collaborated to deliver effective and efficient work programs that support the capacity-building efforts of their respective local offices and that address specific problems and issues other partners have in serving TANF clients with disabilities.

For the period January 2001 through June 2002, 985 clients were served by these projects. Of these, 700 were new clients and 285 were clients who continued services begun in the prior reporting period. Of the 985 clients served, DRS reports an unduplicated count of 408 clients placed in jobs; this is 60.2 percent of those served. The average wage ranged from \$5.71 in the Western part of the state to \$7.90 in the Eastern area.

In SYF 02, the Department provided \$382,000 in TANF Hard-to-Serve funds to the Department of Mental Health, Mental Retardation and Substance Abuse Services to administer a program called TANF/LINK, which provides substance abuse services to TANF clients in three projects. The Norfolk, Richmond, and Roanoke Community Services Boards lead the three projects. These three community service boards are the primary providers of family-centered and community-based substance abuse services offered to TANF clients residing in these communities.

These services have included screening and assessment, specialized case management and on-site treatment services. Project LINK has included collaboration

with DRS, which offers specialized employment services through Welfare to Work funds.

During SFY 02, these projects have provided substance abuse assessments and specialized case management services to 300 individuals and substance abuse services to 607 individuals. The services have helped TANF individuals overcome substance abuse and prepare themselves to obtain and maintain employment. Services also have addressed conditions that delay participation in a treatment program or impede recovery such as homelessness and poor housing, as well as other situations that cause family instability and increase the risk of job loss.

The Virginia Commonwealth University's Survey Evaluation Resource Lab (SERL) has conducted a statewide evaluation of the TANF Hard-to-Serve projects during SYF 02. The evaluation includes the projects operated by the LDSSs and the DRS Projects for TANF Clients with Disabilities and the TANF/LINK Projects.

At the time this report was written, SERL data collection and analysis was still in progress. The evaluation dataset on clients served contains information about client barriers to employment; services received; program participation; and work outcomes. SERL also conducted site visits to 15 of the grant sites to obtain implementation information on leadership and collaboration; screening and referral processes; diagnostic activities; and service provision.

Information about the numbers served and outcomes of these projects will be contained in the final report on the evaluation of the TANF Hard-to-Serve grants, which is expected to be released at the end of 2002.

The following is a preliminary count of new clients who have received services through Hard-to-Serve projects and is based on incomplete quarterly data:

- 154 clients received assessment services in projects whose focus area was assessment;
- 148 clients received case management services;
- 2 clients received child day care resources;
- 106 clients received domestic violence services;
- 477 clients received education services;
- 245 clients received learning disabilities services;
- 586 clients received mental health and substance abuse services;
- 214 clients received substance abuse only services;
- 275 clients received transportation services; and,
- 267 clients received work place support services.

Resource Mothers Sibling Program

The Virginia Department of Health was allocated \$90,000 in SFY 02 to administer the Resource Mothers Sibling Program. Studies have found that siblings of

pregnant and parenting teens are at higher risk for early premarital sexual activity, out-of-wedlock births, and school dropout than siblings of non-pregnant/non-parenting teens. Adult mentoring relationships, involvement in community activities, and establishment of future goals have been found to counterbalance the pressure towards risky sexual behaviors and other negative behaviors. The Virginia Resource Mothers' home visitors, working with pregnant and parenting teens, refer younger non-pregnant sisters, ages 9 to 15, to a mentoring program.

Health promotion; avoidance of non-marital sexual activity; connection to the community; development of leadership skills; and identification of future goals are encouraged through the mentoring relationships and community projects. With grant awards from \$15,000 to \$30,000, this initiative provides stipends for mentors, group activity supplies, and transportation.

The program seeks to promote the positive life choices and health behaviors in the siblings of pregnant teens through the following activities:

- Mentors meet individually with the young teen once a week and have group activities once a week.
- Health promotion includes education about nutrition, avoidance of substance abuse and participation in physical exercise.
- Promotion of non-marital sexual activity is fostered through exposure to educational and career opportunities, development of positive self-concept through community activities, improvement in decision-making skills, and development of a supportive network with other group members.
- Leadership skills are fostered through planning and completing community projects and other group activities.

In SYF 02, 74 young women were enrolled in the program. Community service projects in SYF 02 included: painting a house; walking for breast cancer funding; visiting nursing home residents; reading to children in the hospital emergency waiting room; assisting in the restoration of an old church building; distributing information for the local chamber of commerce; raising diabetes awareness for at risk individuals; collecting food for emergency food banks; serving on a community interagency planning group; cooking dinner for a senior citizen group; contributing a Christmas tree to a family; planning a Bowl-a-thon; and ushering at 9/11 memorial services.

A complete evaluation of program results for SFY 02 is still in progress. The majority of the young women have not been in the program for a full year. Evaluation measures include a pre- and post-test design. At program entry, the young women were asked about the regularity of their school attendance; status in school; drug use; cigarette smoking; sexual activity; and future plans for education and career. The teens in the program are expected to increase their positive behaviors (e.g., improved school performance, engaging in healthy behaviors and delay of sexual activity until marriage). By comparing their initial future plans to their plans a year later, one would expect that they would have plans that were more specific, complex, productive and realistic.

Preliminary behavioral outcomes for SYF 02 are as follows:

- 35 participants had realistic future plans;
- 3 participants had unrealistic future plans;
- 36 participants had no data available on future plans;
- 9 participants reported currently smoking/using drugs;
- 1 participant reported being pregnant; and
- all participants had less than five school absences.

Virginia Individual Development Accounts (VIDA) Demonstration Project

The Virginia Individual Development Accounts Program (VIDA) is a demonstration program administered by the Virginia Department of Housing and Community Development in collaboration with the Virginia Department of Social Services and funded by TANF maintenance of effort funds - up to \$1 million for the 2001-2002 biennium. The VIDA Program assists low-income individuals set up designated savings accounts in financial institutions for a specific purpose such as home ownership, education, or business start-up. These funds match the individual's savings at a predetermined rate. Five demonstration sites (Lynchburg, Blacksburg, Abingdon, Waynesboro, and Yorktown) screen and select eligible savers; develop an approved savings plan with each saver; provide financial management and other training; offer technical assistance; and monitor the savings account.

In SFY 02, the VIDA Program served 80 individuals and expended \$181,034. There were 67 accounts opened with average monthly deposits of \$34. The annual savings goal per recipient is \$413. Five families met their savings goal, four families purchased homes and one individual used funds for education.

People, Inc. - Individual Development Accounts (IDA) Program

State funds of \$50,000 and \$200,000 in TANF block grant funds were appropriated to People, Inc., a non-profit human services agency in Southwest Virginia to establish individual development accounts. The project encourages low-income families to save for purposes such as home purchase, education, and business start-up. Participants are recruited from young families transitioning from welfare to work, as well as young people who are attending college, and people in the business programs and home ownership programs who have set goals to buy a house or start a business.

In SFY 02, there were 58 savers representing \$49,319.49 in participant savings and \$126,146.38 in matching funds. Assets have been built for the following purposes:

- 17 for home improvements;
- 14 for new home purchases;
- 15 for micro-enterprises; and,
- 12 for post secondary education.

Virginia Mentoring Initiative

The Virginia Mentoring Initiative (VMI) was designed to expand or develop new mentoring programs in the Commonwealth. Mentoring is a proven method of giving temporary encouragement to TANF families to achieve self-sufficiency and healthier families. For SFY 02, the program was allocated \$90,000 in TANF funding.

Through a contract with Virginia Polytechnic Institute and State University (VPI and SU), an instructional web site is being developed to assist Virginia's mentoring programs. The site will include a manual for establishing mentoring programs in addition to ongoing development aides. A brief video presentation on best practices developed by the programs will be added to the web site by the fall of 2002.

In addition, a Request for Proposal (RFP) was issued to solicit community groups to apply for grants ranging from \$3,000 to \$10,000. The Virginia Mentoring Initiative's overall purpose was to equip local departments of social services and their community partners to plan, organize, implement, and evaluate mentoring activities to assist TANF families to attain self-sufficiency. Eleven grants were awarded for the establishment of new or expanded mentoring programs designed to focus on at least one of the following issues or services:

- job coaching, job retention, career advancement;
- nutrition education;
- enhanced parenting skills, abstinence education;
- money and household management skills;
- time management skills; and,
- fatherhood issues.

With the cooperation of VPI and SU, the Virginia Cooperative Extension, and the Department of Social Services, the 11 mentoring programs received substantial training in volunteer management and development of effective mentoring programs. VMI sought to create in-depth, comprehensive training for organization staff that in turn would train volunteers and coordinate their own adult-to-adult mentoring programs.

The programs represent both urban and rural localities and are distributed throughout the state. The wide scope of the programs includes Hispanic bi-lingual mentors working on life skills and problem solving with newcomers to the United states; mentors working with computer training participants on job seeking and job enhancement skills; as well as worksite and job mentoring with women transitioning out of prison.

The contract with VPI and SU has been extended; therefore, the complete results have not yet been compiled. However, preliminary results indicate significant achievements as a result of the mentor relationships. One hundred forty-eight mentors received training; 85 mentors were actually matched with learning partners; and 141 TANF families were served. Some programs exceeded their project goals, others

achieved their goals, and some reported challenges with expected recruitment of mentors or learning partners due to delays in starting up the program once the comprehensive program leader training was completed.

Some of the mentoring organizations increased their collaborative networks, while others reported enhanced community awareness of the challenges facing TANF participants and of the resources needed to address them. Most communities are planning to continue the mentoring program.

The following program results were reported for SFY 02:

- 100 percent of participating organizations have created or improved adult-to-adult Mentoring Programs;
- 100 percent of participating organizations felt the VMI training helped them in creating or improving their Mentoring Programs;
- 100 percent of participating organizations would recommend the VPI Program to other organizations seeking to start their own Adult Mentoring Programs;
- 100 percent of all learning partners (mentees) have set goals;
- 87 percent of selected goals have been completed (initial stage);
- 1.5 percent more of the selected goals continue to be worked on; and,
- Mentoring Program Supervisors expect 74 percent of learning partners' gains will be sustained.

Next Steps in Welfare Reform

Virginia has the opportunity to build upon its success to strengthen the current programs funded by the TANF block grant and better serve low-income Virginians. For VIP and VIEW, the Department of Social Services and partner agencies and organizations can and will pursue efforts to simplify the program and align program requirements, as appropriate, with other benefit programs to reduce the effort spent on eligibility determination and increase the effort on assisting individuals in becoming employed. Increased efforts will be also made to improve job retention and wage gains for former recipients and to provide services to a greater percentage of TANF recipients. Successful career advancement means better outcomes for Virginia families and reduces state and federal expenditures, thus saving scarce resources for those most in need.

Two critical factors will contribute to shaping continued program improvements: federal legislation and the economy. Congress did not pass a reauthorized TANF bill as scheduled by September 30, 2002. Currently, the TANF program is operating under a continuing resolution, and it is unclear whether the current program will be extended through another continuing resolution or will be reauthorized, making substantive changes to the program requirements. Caught in this cloud of uncertainty are Virginia's existing waivers that expire on June 30, 2003. Congressional action may extend these waivers, and the Virginia Congressional delegation has been asked to support a waiver extension.

Continuing the existing waivers is beneficial to Virginia for two principal reasons. First, our waivers enable Virginia to calculate the required federal work participation rate in a way that aligns with the expressed values and policies enacted the General Assembly, exempting certain individuals with disabilities and hardships that preclude their full engagement in employment or a work activity. Second, waivers allow the state to exempt from the federal 60-month time limit on assistance those families that do not participate in VIEW. The percentage exempt in Virginia exceeds the allowable percentage under current law.

If the waivers expire, the existing federal caseload reduction credit would allow Virginia to continue operating its existing program and meet the federal work participation requirement without difficulty. Changes would have to be made to the program if the caseload reduction credit were eliminated under new federal legislation or if Virginia caseloads increased and the Commonwealth did not qualify for a caseload reduction credit. For those currently exempt from the time limit, the expiration of waivers could mean the introduction of a time limit for their case. Program and funding options - including the payment of their cash assistance with maintenance of effort (state) funds – exist to address this issue.

Regardless of the disposition of federal legislation, Virginia has the opportunity to take advantage of the current flexibility offered in TANF that was not available when Virginia reformed welfare in 1995. In an effort to strengthen Virginia programs and plan

for anticipated changes in federal legislation, the Virginia Department of Social Services solicited input from stakeholders throughout the social services system including clients; front-line workers; managers; directors of local departments of social services; other state and local agency staff; community-based organizations; contract providers; community action agencies; and advocates. TANF roundtables were conducted throughout the state with over 200 service providers; current and former TANF clients; representatives from faith-based organizations; educators and other outside stakeholders; eligibility workers; self-sufficiency workers; supervisors; and directors participating. TANF listening sessions with local departments of social services and community action agencies were held in every region of the state. The listening sessions had approximately 400 participants including local department of social services directors and staff and community action agency directors and staff.

To synthesize this input and propose needed changes to the current TANF program, Secretary of Health and Human Resources Jane Woods convened the TANF Reauthorization Advisory Group. This group is made up of 29 members from local departments of social services; community action agencies; the business community; service providers; advocates; and other stakeholders. Working with the Department of Social Services, the TANF Reauthorization Advisory Group has identified key program goals and strategies to improve Virginia's TANF program. These strategies include program simplification; providing services to increased number of TANF participants; taking advantage of the flexibility afforded by the block grant to provide services to TANF and TANF-eligible participants; and focusing on performance.

The program enhancements discussed are in keeping with the intention and legal authority of the existing program, requiring no changes to the *Code of Virginia*. While administrative improvements can be pursued with only a positive impact on the fiscal health of the program, programmatic and service options will be evaluated in light of their fiscal impact. The resources earmarked for the VIP and VIEW programs will need to be watched carefully as if caseloads increase due to the current economic downturn.

Conclusion

Virginia's welfare reform program has performed well in placing participants in employment and increasing the earnings of participants. However, the percentage of TANF cases exempt from participation in VIEW continues to rise. Currently, about two-thirds of families receiving TANF are exempt from participation in the VIEW program. Families that are now exempt do not receive employment services and may be vulnerable when waivers expire and they are subject to limits on how long they can receive TANF. These TANF recipients should be offered the opportunity to share in the success that has been achieved through the provision of employment services to other TANF recipients.

TANF reauthorization represents an opportunity to create a more efficient and effective service delivery system by building upon past success, taking advantage of the flexibility afforded by the block grant, and more effectively partnering with other social and workforce agencies at the state and local levels. By combining this flexibility with the better use of technology in the delivery and management of services, Virginia can create a more seamless and effective system of service delivery that meshes social services and workforce development with economic development.

Code of Virginia, § 63.2-619

§ 63.2-619 Evaluation and reporting.

A. In administering the Program, the Commissioner shall develop and use evaluation methods that measure achievement of the goals specified in § 63.2-601.

B. The Commissioner shall file an annual 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 its effectiveness and funding status, statewide and for each locality; and a comparison of the results of the previous annual reports. The Department shall publish the outcome criteria to be included in the annual report.

2002 Appropriations Act, Item 363

Department of Social Services (765)

363 (language only)

1. It is hereby acknowledged that as of June 30, 2001, there existed with the federal government an unexpended balance of \$76,372,531 in federal TANF block grant funds which are available to the Commonwealth of Virginia to reimburse expenditures incurred in accordance with the adopted State plan for the TANF program. Based on projected FY 2002 spending levels, appropriations in this act, and the provisions of subsection 2 a below, the Commonwealth's accumulated balance for authorized federal TANF block grant funds is estimated at \$35,009,510 on June 30, 2002; \$17,504,755 on June 30, 2003; and \$0 on June 30, 2004.

2. The department shall allocate federal funds from the Federal TANF Grant to eligible state and community based services in an amount up to \$13,049,800 each year. The department shall develop procedures for receiving and approving requests for funding in accordance with the provisions of the federal TANF grant. The Commissioner shall give preference to activities previously funded through the department. The department shall notify applicants of grant award amounts no later than July 30 of each year.

3. DSS shall report annually to the Governor, the Secretary of Health and Human Resources, the Chairmen of the House Appropriations and Senate Finance Committees, and DPB regarding spending; program results; clients served; the location, size, implementation status, and nature of projects funded with TANF funds; results of all formal evaluations; and recommendations for continuation, expansion, and redesign of the projects. Such report shall be combined with the report required by §63.1-133.54, Code of Virginia.

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

Table 1 - SFY 02

Statewide

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u>	<u>Column B</u>	<u>Column C</u>	<u>Column D</u>	<u>Column E</u>	<u>Column F</u>
		<u>NUMBER OF AFDC/TANF CASES SANCTIONED FOR FAILURE TO:</u>			<u>NUMBER</u>		<u>PERCENT NOT</u>
		<u>COOPERATE</u>	<u>COMPLY</u>	<u>PARTICIPATE</u>	<u>SIGN</u>	<u>OF CASES</u>	<u>RETURNING TO</u>
		<u>WITH</u>	<u>WITH</u>	<u>IN VIEW</u>	<u>PERSONAL</u>	<u>RECEIVING</u>	<u>AFDC/TANF</u>
		<u>ESTABLISHING</u>	<u>COMPULSORY</u>		<u>RESPONSIBILITY</u>	<u>DIVERSIONARY</u>	<u>AFTER PERIOD OF</u>
		<u>PATERNITY</u>	<u>SCHOOL</u>		<u>AGREEMENT</u>	<u>ASSISTANCE</u>	<u>INELIGIBILITY</u>
	Statewide	531	134	5,148	1,920	1,668	87%
027	BUCHANAN	2	0	58	12	1	0%
051	DICKENSON	1	2	26	4	2	100%
105	LEE	3	1	72	17	1	0%
167	RUSSELL	1	1	40	15	0	N/A
169	SCOTT	0	0	24	5	1	100%
185	TAZEWELL	3	3	97	27	0	N/A
195	WISE	1	1	86	23	2	100%
720	NORTON	3	0	6	0	0	N/A
	EDD 1	14	8	409	103	7	71%
021	BLAND	0	0	2	1	0	N/A
035	CARROLL	0	0	24	5	0	N/A
077	GRAYSON	0	0	15	3	0	N/A
173	SMYTH	2	0	46	7	0	N/A
191	WASHINGTON	0	1	32	8	0	N/A
197	WYTHE	2	1	43	8	7	86%
520	BRISTOL	2	0	20	7	11	100%
640	GALAX	0	0	7	2	0	N/A
	EDD2	6	2	189	41	18	94%
005	ALLEGHANY/COV	1	0	11	2	10	80%
023	BOTETOURT	0	0	0	1	2	100%
045	CRAIG	0	0	0	0	0	N/A
063	FLOYD	0	0	13	2	15	93%
067	FRANKLIN CO.	1	0	39	12	7	100%
071	GILES	0	0	9	4	2	100%
121	MONTGOMERY	0	0	52	20	23	70%
155	PULASKI	1	1	46	25	23	87%
161	ROANOKE CO.	1	4	49	9	40	88%
560	CLIFTON FORGE	0	0	0	0	0	N/A
750	RADFORD	0	0	20	6	0	N/A
770	ROANOKE	12	0	327	85	59	83%
	EDD 3	16	5	566	166	181	85%
015	AUGUSTA	2	1	45	12	8	88%
017	BATH	0	0	1	2	0	N/A
091	HIGHLAND	0	0	0	0	0	N/A
163	ROCKBRIDGE/LEX/BV	1	0	12	4	1	100%
165	ROCKINGHAM	0	0	26	16	26	96%
660	HARRISONBURG	0	0	35	18	26	88%
790	STAUNTON	3	0	35	5	10	80%
820	WAYNESBORO	2	0	40	2	22	91%
	EDD 4	8	1	194	59	93	90%
043	CLARKE	0	0	6	0	7	100%
069	FREDERICK CO.	0	0	7	4	36	97%
139	PAGE	0	0	9	4	9	100%
171	SHENANDOAH	2	0	1	6	41	90%
187	WARREN	2	0	13	4	24	88%
840	WINCHESTER	3	0	20	9	34	97%
	EDD 5	7	0	56	27	151	94%
013	ARLINGTON	2	0	25	11	0	N/A
059	FAIRFAX CO/CI/F.C	13	3	83	76	24	83%
107	LOUDOUN	3	1	31	11	4	100%
153	PRINCE WILLIAM	5	2	154	65	24	79%
510	ALEXANDRIA	7	1	68	25	23	87%
683	MANASSAS	0	0	8	12	4	100%
685	MANASSAS PARK	0	0	7	0	3	67%
	EDD 6	30	7	376	200	82	84%

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 1 - SFY 02
Statewide**

<u>FIPS LOCALITY</u>	<u>Column A</u> <u>NUMBER OF AFDC/TANF CASES SANCTIONED FOR FAILURE TO:</u> <u>COOPERATE WITH ESTABLISHING PATERNITY</u>	<u>Column B</u> <u>COMPLY WITH COMPULSORY SCHOOL</u>	<u>Column C</u> <u>PARTICIPATE IN VIEW</u>	<u>Column D</u> <u>SIGN PERSONAL RESPONSIBILITY AGREEMENT</u>	<u>Column E</u> <u>NUMBER OF CASES RECEIVING DIVERSIONARY ASSISTANCE</u>	<u>Column F</u> <u>PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY</u>
Statewide	531	134	5,148	1,920	1,668	87%
047 CULPEPER	2	1	20	15	12	92%
061 FAUQUIER	0	0	5	5	1	0%
113 MADISON	0	0	16	4	3	100%
137 ORANGE	2	0	8	0	10	100%
157 RAPPAHANNOCK	0	0	0	0	0	N/A
EDD 7	4	1	49	24	26	92%
003 ALBEMARLE	0	1	18	5	22	91%
065 FLUVANNA	0	0	2	0	0	N/A
079 GREENE	0	0	12	0	7	86%
109 LOUISA	0	0	18	13	6	67%
125 NELSON	0	0	7	0	0	N/A
540 CHARLOTTESVILLE	1	2	39	10	43	91%
EDD 8	1	3	96	28	78	88%
009 AMHERST	0	0	19	6	8	88%
011 APPOMATTOX	1	1	22	7	4	50%
019 BEDFORD CO./CITY	7	0	48	10	33	91%
031 CAMPBELL	6	1	36	12	7	29%
680 LYNCHBURG	9	12	152	18	6	83%
EDD 9	23	14	277	53	58	79%
083 HALIFAX	0	1	67	10	6	83%
089 HENRY	1	2	35	24	12	67%
141 PATRICK	1	0	39	7	26	81%
143 PITTSYLVANIA	1	0	36	5	8	88%
590 DANVILLE	2	6	123	43	0	N/A
690 MARTINSVILLE	0	2	23	9	10	80%
EDD 10	5	11	323	98	62	79%
007 AMELIA	0	0	6	0	7	86%
025 BRUNSWICK	0	1	19	5	10	100%
029 BUCKINGHAM	1	0	5	1	36	83%
037 CHARLOTTE	0	0	12	7	1	100%
049 CUMBERLAND	1	0	12	2	3	67%
081 GREENSVILLE/EMP	1	0	18	6	1	100%
111 LUNENBURG	0	0	2	1	6	83%
117 MECKLENBURG	2	1	22	3	9	78%
135 NOTTOWAY	1	0	17	2	0	N/A
147 PRINCE EDWARD	0	1	15	1	0	N/A
EDD 11	6	3	128	28	73	85%
041 CHESTERFIELD/C.H.	14	2	105	54	34	85%
075 GOOCHLAND	0	0	6	0	0	N/A
085 HANOVER	1	0	4	8	11	100%
087 HENRICO	8	1	113	37	44	91%
145 POWHATAN	1	0	5	0	0	N/A
760 RICHMOND	86	30	349	234	97	88%
EDD 12	110	33	582	333	186	89%
033 CAROLINE	1	0	18	20	1	100%
099 KING GEORGE	0	0	2	5	0	N/A
177 SPOTSYLVANIA	1	0	17	7	28	86%
179 STAFFORD	1	0	112	24	23	87%
630 FREDERICKSBURG	4	0	40	7	28	75%
EDD 13	7	0	189	63	80	83%

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 1 - SFY 02
Statewide**

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F
	<u>NUMBER OF AFDC/TANF CASES SANCTIONED FOR FAILURE TO: COOPERATE WITH ESTABLISHING PATERNTY</u>	<u>COMPLY WITH COMPULSORY SCHOOL</u>	<u>PARTICIPATE IN VIEW</u>	<u>SIGN PERSONAL RESPONSIBILITY AGREEMENT</u>	<u>NUMBER OF CASES RECEIVING DIVERSIONARY ASSISTANCE</u>	<u>PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY</u>
Statewide	531	134	5,148	1,920	1,668	87%
057 ESSEX	0	0	17	0	0	N/A
097 KING & QUEEN	0	0	5	3	3	33%
101 KING WILLIAM	0	1	8	5	1	100%
103 LANCASTER	2	0	14	3	1	100%
115 MATHEWS	0	0	4	3	10	100%
119 MIDDLESEX	1	0	14	3	1	100%
133 NORTHUMBERLAND	0	0	3	1	1	0%
159 RICHMOND CO.	0	0	1	0	1	100%
193 WESTMORELAND	0	0	21	1	0	N/A
EDD 14	3	1	87	19	18	83%
036 CHARLES CITY	0	0	1	0	1	100%
073 GLOUCESTER	1	1	16	4	0	N/A
095 JAMES CITY	1	0	33	5	0	N/A
127 NEW KENT	1	1	1	0	0	N/A
199 YORK/POQUOSON	3	0	11	7	8	100%
650 HAMPTON	22	1	176	105	119	84%
700 NEWPORT NEWS	47	11	310	117	169	89%
830 WILLIAMSBURG	0	0	2	2	0	N/A
EDD 15	75	14	550	240	297	87%
053 DINWIDDIE	0	0	19	15	0	N/A
149 PRINCE GEORGE	0	0	6	2	4	0%
181 SURRY	0	0	5	2	1	0%
183 SUSSEX	4	0	9	10	0	N/A
670 HOPEWELL	2	1	56	19	32	88%
730 PETERSBURG	8	3	83	13	0	N/A
EDD 16	14	4	178	61	37	86%
093 ISLE OF WIGHT	2	0	13	7	6	100%
175 SOUTHAMPTON	5	0	18	2	2	100%
550 CHESAPEAKE	15	2	138	66	18	89%
620 FRANKLIN	2	0	21	5	1	0%
710 NORFOLK	56	10	262	133	146	88%
740 PORTSMOUTH	13	3	125	29	0	N/A
800 SUFFOLK	13	3	58	21	17	94%
810 VIRGINIA BEACH	86	9	213	103	31	84%
EDD 17	192	27	848	366	221	88%
001 ACCOMACK	8	0	39	8	0	N/A
131 NORTHAMPTON	2	0	12	3	0	N/A
EDD 18	10	0	51	11	0	N/A

* Number of Children not Immunized

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 2 - SFY 02
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u> NUMBER VIEW PARTICIPANTS	<u>Column B</u> NUMBER VIEW EMPLOYED IN UNSUBSIDIZED WORK	<u>Column C</u> PERCENT PARTICIPANTS UNSUBSIDIZED WORK	<u>Column D</u> AVERAGE HOURS PER WEEK	<u>Column E</u> AVERAGE HOURLY RATES
	Statewide	22,590	16,244	72%	32.7	\$6.67
027	BUCHANAN	215	122	57%	31.4	\$5.89
051	DICKENSON	133	77	58%	33.1	\$5.75
105	LEE	266	172	65%	32.3	\$5.51
167	RUSSELL	296	189	64%	32.0	\$5.96
169	SCOTT	133	82	62%	33.9	\$6.04
185	TAZEWELL	356	256	72%	32.3	\$5.74
195	WISE	401	274	68%	32.8	\$5.72
720	NORTON	71	62	87%	30.2	\$5.70
	EDD 1	1,871	1,234	66%	32.3	\$5.77
021	BLAND	25	17	68%	32.0	\$5.88
035	CARROLL	128	78	61%	33.3	\$5.75
077	GRAYSON	63	47	75%	33.3	\$6.89
173	SMYTH	142	88	62%	34.3	\$5.78
191	WASHINGTON	133	91	68%	34.5	\$6.07
197	WYTHE	159	115	72%	32.4	\$6.07
520	BRISTOL	186	131	70%	34.6	\$5.94
640	GALAX	71	51	72%	35.5	\$6.09
	EDD2	907	618	68%	33.9	\$6.02
005	ALLEGHANY/COV.	137	83	61%	28.6	\$6.16
023	BOTETOURT	14	3	21%	28.8	\$6.76
045	CRAIG	0	0	N/A	N/A	N/A
063	FLOYD	34	26	76%	33.9	\$6.10
067	FRANKLIN CO.	142	98	69%	34.1	\$6.61
071	GILES	37	19	51%	28.3	\$6.25
121	MONTGOMERY	256	199	78%	33.7	\$6.62
155	PULASKI	129	87	67%	34.5	\$6.24
161	ROANOKE CO.	122	92	75%	32.6	\$6.95
560	CLIFTON FORGE	0	0	N/A	N/A	N/A
750	RADFORD	57	36	63%	32.2	\$6.71
770	ROANOKE	791	492	62%	31.9	\$6.58
	EDD 3	1,719	1,135	66%	32.4	\$6.55
015	AUGUSTA	127	96	76%	33.9	\$6.34
017	BATH	5	2	40%	23.3	\$8.25
091	HIGHLAND	1	1	100%	10.0	\$6.00
163	ROCKBRIDGE/B.V./LEX	64	48	75%	32.3	\$5.96
165	ROCKINGHAM	105	71	68%	33.3	\$6.67
660	HARRISONBURG	143	113	79%	32.6	\$6.68
790	STAUNTON	104	82	79%	34.1	\$6.55
820	WAYNESBORO	96	63	66%	33.1	\$6.21
	EDD 4	645	476	74%	33.2	\$6.46
043	CLARKE	11	7	64%	30.7	\$7.50
069	FREDERICK CO.	36	27	75%	32.8	\$6.44
139	PAGE	40	35	88%	33.3	\$7.28
171	SHENANDOAH	34	31	91%	35.3	\$7.24
187	WARREN	97	85	88%	31.3	\$6.25
840	WINCHESTER	66	52	79%	34.2	\$7.09
	EDD 5	284	237	83%	32.9	\$6.77
013	ARLINGTON	176	121	69%	34.2	\$7.85
059	FAIRFAX CO./CITY/F.C	594	416	70%	32.0	\$7.91
107	LOUDOUN	184	148	80%	32.1	\$8.82
153	PRINCE WILLIAM	998	784	79%	33.9	\$8.59
510	ALEXANDRIA	325	206	63%	31.5	\$8.24
683	MANASSAS	96	77	80%	35.2	\$7.96
685	MANASSAS PARK	26	16	62%	30.4	\$7.57
	EDD 6	2,399	1,768	74%	33.1	\$8.32

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 2 - SFY 02
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u> NUMBER VIEW PARTICIPANTS	<u>Column B</u> NUMBER VIEW EMPLOYED IN UNSUBSIDIZED WORK	<u>Column C</u> PERCENT PARTICIPANTS UNSUBSIDIZED WORK	<u>Column D</u> AVERAGE HOURS PER WEEK	<u>Column E</u> AVERAGE HOURLY RATES
	Statewide	22,590	16,244	72%	32.7	\$6.67
047	CULPEPER	116	92	79%	31.5	\$7.23
061	FAUQUIER	72	56	78%	33.6	\$7.18
113	MADISON	21	14	67%	31.3	\$7.56
137	ORANGE	65	49	75%	35.4	\$6.67
157	RAPPAHANNOCK	2	2	100%	43.1	\$9.25
	EDD 7	276	213	77%	33.0	\$7.13
003	ALBEMARLE	73	61	84%	31.9	\$7.44
065	FLUVANNA	7	6	86%	38.2	\$7.61
079	GREENE	24	19	79%	34.8	\$7.58
109	LOUISA	49	34	69%	33.2	\$6.37
125	NELSON	13	12	92%	31.1	\$6.37
540	CHARLOTTESVILLE	349	307	88%	31.8	\$7.17
	EDD 8	515	439	85%	32.1	\$7.15
009	AMHERST	71	48	68%	32.8	\$6.34
011	APPOMATTOX	85	57	67%	33.7	\$6.34
019	BEDFORD CO./CITY	128	81	63%	32.4	\$6.56
031	CAMPBELL	204	135	66%	29.8	\$6.42
680	LYNCHBURG	379	286	75%	31.1	\$6.10
	EDD 9	867	607	70%	31.3	\$6.27
083	HALIFAX	201	111	55%	32.0	\$6.10
089	HENRY	133	86	65%	34.6	\$6.45
141	PATRICK	137	90	66%	30.3	\$5.69
143	PITTSYLVANIA	158	92	58%	32.9	\$5.78
590	DANVILLE	404	276	68%	31.1	\$6.13
690	MARTINSVILLE	81	57	70%	35.0	\$6.29
	EDD 10	1,114	712	64%	32.1	\$6.08
007	AMELIA	23	13	57%	34.5	\$7.13
025	BRUNSWICK	109	64	59%	33.4	\$5.71
029	BUCKINGHAM	72	36	50%	34.0	\$6.86
037	CHARLOTTE	34	19	56%	32.1	\$6.39
049	CUMBERLAND	37	24	65%	34.3	\$6.40
081	GREENSVILLE/EMPORIA	68	44	65%	30.8	\$5.85
111	LUNENBURG	22	17	77%	33.0	\$5.72
117	MECKLENBURG	78	57	73%	32.5	\$5.90
135	NOTTOWAY	76	51	67%	31.3	\$6.11
147	PRINCE EDWARD	81	66	81%	32.1	\$6.58
	EDD 11	600	391	65%	32.5	\$6.18
041	CHESTERFIELD/C.H.	434	305	70%	33.6	\$7.21
075	GOOCHLAND	12	10	83%	34.3	\$6.83
085	HANOVER	59	38	64%	32.6	\$7.95
087	HENRICO	581	406	70%	33.4	\$7.15
145	POWHATAN	10	6	60%	31.3	\$7.25
760	RICHMOND	2,201	1,547	70%	33.8	\$6.80
	EDD 12	3,297	2,312	70%	33.7	\$6.94
033	CAROLINE	80	57	71%	32.0	\$7.07
099	KING GEORGE	23	19	83%	31.4	\$6.91
177	SPOTSYLVANIA	168	132	79%	32.0	\$7.31
179	STAFFORD	77	53	69%	35.2	\$7.43
630	FREDERICKSBURG	129	111	86%	32.2	\$7.37
	EDD 13	477	372	78%	32.5	\$7.29

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 2 - SFY 02
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u> NUMBER VIEW PARTICIPANTS	<u>Column B</u> NUMBER VIEW EMPLOYED IN UNSUBSIDIZED WORK	<u>Column C</u> PERCENT PARTICIPANTS UNSUBSIDIZED WORK	<u>Column D</u> AVERAGE HOURS PER WEEK	<u>Column E</u> AVERAGE HOURLY RATES
	Statewide	22,590	16,244	72%	32.7	\$6.67
057	ESSEX	66	50	76%	32.4	\$6.13
097	KING & QUEEN	11	7	64%	32.6	\$7.15
101	KING WILLIAM	13	8	62%	33.5	\$6.43
103	LANCASTER	41	33	80%	30.2	\$6.51
115	MATHEWS	9	6	67%	29.2	\$6.42
119	MIDDLESEX	32	27	84%	33.8	\$7.49
133	NORTHUMBERLAND	20	18	90%	33.2	\$6.14
159	RICHMOND CO.	6	5	83%	37.6	\$6.70
193	WESTMORELAND	60	45	75%	32.0	\$6.38
	EDD 14	258	199	77%	32.3	\$6.51
036	CHARLES CITY	10	8	80%	32.1	\$6.53
073	GLOUCESTER	70	55	79%	30.2	\$6.56
095	JAMES CITY	81	64	79%	30.0	\$6.60
127	NEW KENT	26	22	85%	34.9	\$6.38
199	YORK/POQUOSON	48	29	60%	32.3	\$6.53
650	HAMPTON	697	525	75%	32.0	\$6.26
700	NEWPORT NEWS	1,045	793	76%	32.5	\$6.40
830	WILLIAMSBURG	27	23	85%	28.3	\$6.74
	EDD 15	2,004	1,519	76%	32.1	\$6.37
053	DINWIDDIE	98	64	65%	34.5	\$6.92
149	PRINCE GEORGE	25	16	64%	35.0	\$7.51
181	SURRY	27	21	78%	31.0	\$6.59
183	SUSSEX	62	34	55%	34.1	\$6.45
670	HOPEWELL	210	151	72%	32.8	\$6.47
730	PETERSBURG	346	269	78%	32.7	\$6.68
	EDD 16	768	555	72%	33.1	\$6.66
093	ISLE OF WIGHT	97	80	82%	31.3	\$6.55
175	SOUTHAMPTON	68	44	65%	32.6	\$5.68
550	CHESAPEAKE	683	524	77%	32.2	\$6.37
620	FRANKLIN	78	59	76%	30.0	\$6.03
710	NORFOLK	1,436	1,041	72%	31.6	\$6.23
740	PORTSMOUTH	788	637	81%	33.5	\$6.33
800	SUFFOLK	277	215	78%	31.8	\$6.01
810	VIRGINIA BEACH	1,010	758	75%	32.8	\$6.72
	EDD 17	4,437	3,358	76%	32.3	\$6.36
001	ACCOMACK	87	51	59%	30.0	\$6.76
131	NORTHAMPTON	65	48	74%	33.8	\$6.13
	EDD 18	152	99	65%	31.9	\$6.45

* 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 02
Statewide

		Column A	Column B	Column C	Column D	Column E	Column F	Column G
		NUMBER VIEW PARTICIPANTS	NUMBER OF VIEW CWEP PARTICIPANTS	PERCENT OF VIEW PARTICIPANTS IN CWEP	NUMBER VIEW EMPLOYED IN UNSUBSIDIZED WORK	VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT	PERCENT VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT	AVERAGE MONTHLY WAGES VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT
FIPS	LOCALITY							
	Statewide	22,590	1,626	7%	16,244	7,440	46%	\$1,006
027	BUCHANAN	215	30	14%	122	44	36%	\$804
051	DICKENSON	133	22	17%	77	30	39%	\$776
105	LEE	266	22	8%	172	65	38%	\$798
167	RUSSELL	296	56	19%	189	89	47%	\$833
169	SCOTT	133	4	3%	82	48	59%	\$953
185	TAZEWELL	356	42	12%	256	117	46%	\$853
195	WISE	401	32	8%	274	115	42%	\$828
720	NORTON	71	3	4%	62	30	48%	\$716
	EDD 1	1,871	211	11%	1,234	538	44%	\$831
021	BLAND	25	2	8%	17	5	29%	\$751
035	CARROLL	128	0	0%	78	26	33%	\$1,068
077	GRAYSON	63	0	0%	47	18	38%	\$1,305
173	SMYTH	142	12	8%	88	42	48%	\$848
191	WASHINGTON	133	3	2%	91	40	44%	\$921
197	WYTHE	159	21	13%	115	53	46%	\$852
520	BRISTOL	186	4	2%	131	51	39%	\$931
640	GALAX	71	0	0%	51	21	41%	\$904
	EDD2	907	42	5%	618	256	41%	\$934
005	ALLEGHANY/COV.	137	0	0%	83	32	39%	\$794
023	BOTETOURT	14	0	0%	3	2	67%	\$1,282
045	CRAIG	0	0	N/A	0	0	N/A	\$0
063	FLOYD	34	0	0%	26	13	50%	\$949
067	FRANKLIN CO.	142	2	1%	98	50	51%	\$1,017
071	GILES	37	0	0%	19	7	37%	\$990
121	MONTGOMERY	256	16	6%	199	92	46%	\$1,038
155	PULASKI	129	19	15%	87	42	48%	\$997
161	ROANOKE CO.	122	0	0%	92	47	51%	\$1,023
560	CLIFTON FORGE	0	0	N/A	0	0	N/A	\$0
750	RADFORD	57	5	9%	36	12	33%	\$1,152
770	ROANOKE	791	29	4%	492	211	43%	\$980
	EDD 3	1,719	71	4%	1,135	508	45%	\$992
015	AUGUSTA	127	7	6%	96	56	58%	\$995
017	BATH	5	0	0%	2	1	50%	\$782
091	HIGHLAND	1	0	0%	1	0	0%	\$0
163	ROCKBRIDGE/B.V./LE	64	1	2%	48	20	42%	\$984
165	ROCKINGHAM	105	1	1%	71	40	56%	\$964
660	HARRISONBURG	143	5	3%	113	66	58%	\$971
790	STAUNTON	104	5	5%	82	40	49%	\$988
820	WAYNESBORO	96	8	8%	63	35	56%	\$916
	EDD 4	645	27	4%	476	258	54%	\$971
043	CLARKE	11	0	0%	7	3	43%	\$957
069	FREDERICK CO.	36	1	3%	27	13	48%	\$1,186
139	PAGE	40	1	3%	35	16	46%	\$1,117
171	SHENANDOAH	34	0	0%	31	20	65%	\$1,063
187	WARREN	97	0	0%	85	32	38%	\$863
840	WINCHESTER	66	3	5%	52	22	42%	\$1,125
	EDD 5	284	5	2%	237	106	45%	\$1,036
013	ARLINGTON	176	17	10%	121	60	50%	\$1,266
059	FAIRFAX CO./CITY/F.C	594	126	21%	416	222	53%	\$1,203
107	LOUDOUN	184	7	4%	148	68	46%	\$1,296
153	PRINCE WILLIAM	998	77	8%	784	385	49%	\$1,359
510	ALEXANDRIA	325	114	35%	206	87	42%	\$1,281
683	MANASSAS	96	10	10%	77	38	49%	\$1,258
685	MANASSAS PARK	26	0	0%	16	7	44%	\$1,082
	EDD 6	2,399	351	15%	1,768	867	49%	\$1,293

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

Table 3 - SFY 02
Statewide

		Column A	Column B	Column C	Column D	Column E	Column F	Column G
		NUMBER VIEW PARTICIPANTS	NUMBER OF VIEW CWEP PARTICIPANTS	PERCENT OF VIEW PARTICIPANTS IN CWEP	NUMBER VIEW EMPLOYED IN UNSUBSIDIZED WORK	VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT	PERCENT VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT	AVERAGE MONTHLY WAGES VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT
FIPS	LOCALITY							
	Statewide	22,590	1,626	7%	16,244	7,440	46%	\$1,006
047	CULPEPER	116	0	0%	92	54	59%	\$1,052
061	FAUQUIER	72	2	3%	56	29	52%	\$1,103
113	MADISON	21	0	0%	14	6	43%	\$1,114
137	ORANGE	65	0	0%	49	24	49%	\$1,011
157	RAPPAHANNOCK	2	0	0%	2	2	100%	\$1,681
	EDD 7	276	2	1%	213	115	54%	\$1,071
003	ALBEMARLE	73	0	0%	61	39	64%	\$1,076
065	FLUVANNA	7	0	0%	6	4	67%	\$1,283
079	GREENE	24	0	0%	19	8	42%	\$1,278
109	LOUISA	49	1	2%	34	17	50%	\$969
125	NELSON	13	0	0%	12	9	75%	\$915
540	CHARLOTTESVILLE	349	16	5%	307	152	50%	\$1,022
	EDD 8	515	17	3%	439	229	52%	\$1,037
009	AMHERST	71	0	0%	48	24	50%	\$964
011	APPOMATTOX	85	11	13%	57	21	37%	\$1,144
019	BEDFORD CO./CITY	128	0	0%	81	34	42%	\$932
031	CAMPBELL	204	2	1%	135	46	34%	\$1,029
680	LYNCHBURG	379	41	11%	286	128	45%	\$816
	EDD 9	867	54	6%	607	253	42%	\$912
083	HALIFAX	201	53	26%	111	43	39%	\$934
089	HENRY	133	12	9%	86	36	42%	\$998
141	PATRICK	137	6	4%	90	46	51%	\$714
143	PITTSYLVANIA	158	27	17%	92	36	39%	\$814
590	DANVILLE	404	64	16%	276	119	43%	\$901
690	MARTINSVILLE	81	10	12%	57	23	40%	\$1,023
	EDD 10	1,114	172	15%	712	303	43%	\$888
007	AMELIA	23	1	4%	13	7	54%	\$1,091
025	BRUNSWICK	109	21	19%	64	27	42%	\$777
029	BUCKINGHAM	72	1	1%	36	14	39%	\$1,105
037	CHARLOTTE	34	2	6%	19	10	53%	\$920
049	CUMBERLAND	37	6	16%	24	11	46%	\$1,092
081	GREENSVILLE/EMP	68	5	7%	44	16	36%	\$802
111	LUNENBURG	22	3	14%	17	6	35%	\$719
117	MECKLENBURG	78	0	0%	57	20	35%	\$843
135	NOTTOWAY	76	7	9%	51	15	29%	\$889
147	PRINCE EDWARD	81	8	10%	66	25	38%	\$959
	EDD 11	600	54	9%	391	151	39%	\$905
041	CHESTERFIELD/C.H.	434	59	14%	305	149	49%	\$1,120
075	GOOCHLAND	12	0	0%	10	5	50%	\$1,077
085	HANOVER	59	0	0%	38	16	42%	\$1,401
087	HENRICO	581	40	7%	406	185	46%	\$1,127
145	POWHATAN	10	0	0%	6	3	50%	\$762
760	RICHMOND	2,201	117	5%	1,547	674	44%	\$1,052
	EDD 12	3,297	216	7%	2,312	1,032	45%	\$1,080
033	CAROLINE	80	5	6%	57	31	54%	\$1,120
099	KING GEORGE	23	1	4%	19	11	58%	\$1,123
177	SPOTSYLVANIA	168	3	2%	132	55	42%	\$1,089
179	STAFFORD	77	2	3%	53	27	51%	\$1,141
630	FREDERICKSBURG	129	1	1%	111	47	42%	\$1,171
	EDD 13	477	12	3%	372	171	46%	\$1,128

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 3 - SFY 02
Statewide**

		Column A	Column B	Column C	Column D	Column E	Column F	Column G
		NUMBER VIEW PARTICIPANTS	NUMBER OF VIEW CWEP PARTICIPANTS	PERCENT OF VIEW PARTICIPANTS IN CWEP	NUMBER VIEW EMPLOYED IN UNSUBSIDIZED WORK	VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT	PERCENT VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT	AVERAGE MONTHLY WAGES VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT
<u>FIPS</u>	<u>LOCALITY</u>							
	Statewide	22,590	1,626	7%	16,244	7,440	46%	\$1,006
057	ESSEX	66	0	0%	50	6	12%	\$940
097	KING & QUEEN	11	0	0%	7	5	71%	\$1,099
101	KING WILLIAM	13	0	0%	8	5	63%	\$805
103	LANCASTER	41	2	5%	33	19	58%	\$918
115	MATHEWS	9	0	0%	6	4	67%	\$786
119	MIDDLESEX	32	0	0%	27	18	67%	\$1,183
133	NORTHUMBERLAND	20	2	10%	18	8	44%	\$861
159	RICHMOND CO.	6	0	0%	5	3	60%	\$1,054
193	WESTMORELAND	60	1	2%	45	21	47%	\$896
	EDD 14	258	5	2%	199	89	45%	\$966
036	CHARLES CITY	10	0	0%	8	5	63%	\$1,124
073	GLOUCESTER	70	0	0%	55	27	49%	\$1,015
095	JAMES CITY	81	3	4%	64	31	48%	\$824
127	NEW KENT	26	0	0%	22	13	59%	\$972
199	YORK/POQUOSON	48	7	15%	29	14	48%	\$936
650	HAMPTON	697	26	4%	525	275	52%	\$899
700	NEWPORT NEWS	1,045	151	14%	793	381	48%	\$934
830	WILLIAMSBURG	27	0	0%	23	9	39%	\$875
	EDD 15	2,004	187	9%	1,519	755	50%	\$921
053	DINWIDDIE	98	11	11%	64	28	44%	\$1,230
149	PRINCE GEORGE	25	1	4%	16	5	31%	\$1,337
181	SURRY	27	2	7%	21	11	52%	\$908
183	SUSSEX	62	0	0%	34	12	35%	\$1,014
670	HOPEWELL	210	2	1%	151	76	50%	\$945
730	PETERSBURG	346	13	4%	269	106	39%	\$1,049
	EDD 16	768	29	4%	555	238	43%	\$1,035
093	ISLE OF WIGHT	97	1	1%	80	31	39%	\$1,011
175	SOUTHAMPTON	68	12	18%	44	26	59%	\$771
550	CHESAPEAKE	683	25	4%	524	257	49%	\$912
620	FRANKLIN	78	10	13%	59	20	34%	\$859
710	NORFOLK	1,436	27	2%	1,041	493	47%	\$892
740	PORTSMOUTH	788	20	3%	637	275	43%	\$977
800	SUFFOLK	277	25	9%	215	107	50%	\$877
810	VIRGINIA BEACH	1,010	31	3%	758	320	42%	\$1,034
	EDD 17	4,437	151	3%	3,358	1,529	46%	\$939
001	ACCOMACK	87	20	23%	51	22	43%	\$1,097
131	NORTHAMPTON	65	0	0%	48	20	42%	\$1,013
	EDD 18	152	20	13%	99	42	42%	\$1,057

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 4 - SFY 02
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 IN UNSUBSIDIZED WORK	NUMBER RECEIVED DAY CARE SERVICES	PERCENT VIEW EMPLOYED RECEIVING DAY CARE	VIEW CHILDREN RECEIVING TRANSITIONAL DAY CARE
	Statewide	16,244	7,259	45%	2,201
027	BUCHANAN	122	33	27%	8
051	DICKENSON	77	26	34%	4
105	LEE	172	40	23%	0
167	RUSSELL	189	57	30%	7
169	SCOTT	82	19	23%	6
185	TAZEWELL	256	64	25%	12
195	WISE	274	97	35%	23
720	NORTON	62	24	39%	6
	EDD 1	1,234	360	29%	66
021	BLAND	17	4	24%	1
035	CARROLL	78	24	31%	2
077	GRAYSON	47	12	26%	2
173	SMYTH	88	38	43%	11
191	WASHINGTON	91	19	21%	6
197	WYTHE	115	50	43%	17
520	BRISTOL	131	64	49%	8
640	GALAX	51	24	47%	6
	EDD2	618	235	38%	53
005	ALLEGHANY/COV.	83	32	39%	5
023	BOTETOURT	3	1	33%	0
045	CRAIG	0	0	N/A	0
063	FLOYD	26	9	35%	2
067	FRANKLIN CO.	98	41	42%	15
071	GILES	19	4	21%	0
121	MONTGOMERY	199	105	53%	20
155	PULASKI	87	34	39%	10
161	ROANOKE CO.	92	54	59%	13
560	CLIFTON FORGE	0	0	N/A	0
750	RADFORD	36	17	47%	8
770	ROANOKE	492	208	42%	56
	EDD 3	1,135	505	44%	129
015	AUGUSTA	96	32	33%	4
017	BATH	2	1	50%	0
091	HIGHLAND	1	0	0%	0
163	ROCKBRIDGE/B.V./LEX	48	13	27%	2
165	ROCKINGHAM	71	25	35%	6
660	HARRISONBURG	113	58	51%	19
790	STAUNTON	82	35	43%	6
820	WAYNESBORO	63	27	43%	13
	EDD 4	476	191	40%	50
043	CLARKE	7	2	29%	0
069	FREDERICK CO.	27	12	44%	3
139	PAGE	35	10	29%	3
171	SHENANDOAH	31	11	35%	6
187	WARREN	85	30	35%	17
840	WINCHESTER	52	27	52%	13
	EDD 5	237	92	39%	42
013	ARLINGTON	121	47	39%	20
059	FAIRFAX CO./CITY/F.C	416	213	51%	67
107	LOUDOUN	148	90	61%	47
153	PRINCE WILLIAM	784	467	60%	197
510	ALEXANDRIA	206	87	42%	32
683	MANASSAS	77	44	57%	23
685	MANASSAS PARK	16	7	44%	5
	EDD 6	1,768	955	54%	391

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

Table 4 - SFY 02
Statewide

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u>	<u>Column B</u>	<u>Column C</u>	<u>Column D</u>
		<u>NUMBER VIEW EMPLOYED IN UNSUBSIDIZED WORK</u>	<u>NUMBER RECEIVED DAY CARE SERVICES</u>	<u>PERCENT VIEW EMPLOYED RECEIVING DAY CARE</u>	<u>VIEW CHILDREN RECEIVING TRANSITIONAL DAY CARE</u>
	Statewide	16,244	7,259	45%	2,201
047	CULPEPER	92	48	52%	18
061	FAUQUIER	56	23	41%	11
113	MADISON	14	5	36%	2
137	ORANGE	49	21	43%	7
157	RAPPAHANNOCK	2	1	50%	1
	EDD 7	213	98	46%	39
003	ALBEMARLE	61	26	43%	7
065	FLUVANNA	6	4	67%	3
079	GREENE	19	14	74%	9
109	LOUISA	34	8	24%	3
125	NELSON	12	5	42%	1
540	CHARLOTTESVILLE	307	175	57%	77
	EDD 8	439	232	53%	100
009	AMHERST	48	20	42%	9
011	APPOMATTOX	57	16	28%	2
019	BEDFORD CO./CITY	81	29	36%	10
031	CAMPBELL	135	35	26%	2
680	LYNCHBURG	286	136	48%	32
	EDD 9	607	236	39%	55
083	HALIFAX	111	22	20%	5
089	HENRY	86	31	36%	8
141	PATRICK	90	31	34%	7
143	PITTSYLVANIA	92	26	28%	2
590	DANVILLE	276	121	44%	35
690	MARTINSVILLE	57	19	33%	7
	EDD 10	712	250	35%	64
007	AMELIA	13	2	15%	0
025	BRUNSWICK	64	21	33%	7
029	BUCKINGHAM	36	9	25%	3
037	CHARLOTTE	19	0	0%	0
049	CUMBERLAND	24	3	13%	1
081	GREENSVILLE/EMPORIA	44	10	23%	3
111	LUNENBURG	17	6	35%	0
117	MECKLENBURG	57	11	19%	4
135	NOTTOWAY	51	13	25%	11
147	PRINCE EDWARD	66	24	36%	7
	EDD 11	391	99	25%	36
041	CHESTERFIELD/C.H.	305	113	37%	35
075	GOOCHLAND	10	3	30%	1
085	HANOVER	38	19	50%	7
087	HENRICO	406	223	55%	83
145	POWHATAN	6	3	50%	1
760	RICHMOND	1,547	822	53%	214
	EDD 12	2,312	1,183	51%	341
033	CAROLINE	57	17	30%	6
099	KING GEORGE	19	8	42%	3
177	SPOTSYLVANIA	132	83	63%	24
179	STAFFORD	53	29	55%	16
630	FREDERICKSBURG	111	56	50%	13
	EDD 13	372	193	52%	62

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

Table 4 - SFY 02
Statewide

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u>	<u>Column B</u>	<u>Column C</u>	<u>Column D</u>
		<u>NUMBER VIEW EMPLOYED IN UNSUBSIDIZED WORK</u>	<u>NUMBER RECEIVED DAY CARE SERVICES</u>	<u>PERCENT VIEW EMPLOYED RECEIVING DAY CARE</u>	<u>VIEW CHILDREN RECEIVING TRANSITIONAL DAY CARE</u>
	Statewide	16,244	7,259	45%	2,201
057	ESSEX	50	26	52%	2
097	KING & QUEEN	7	3	43%	1
101	KING WILLIAM	8	3	38%	3
103	LANCASTER	33	11	33%	7
115	MATHEWS	6	2	33%	1
119	MIDDLESEX	27	15	56%	6
133	NORTHUMBERLAND	18	5	28%	1
159	RICHMOND CO.	5	2	40%	2
193	WESTMORELAND	45	14	31%	4
	EDD 14	199	81	41%	27
036	CHARLES CITY	8	4	50%	4
073	GLOUCESTER	55	14	25%	3
095	JAMES CITY	64	32	50%	11
127	NEW KENT	22	7	32%	4
199	YORK/POQUOSON	29	14	48%	4
650	HAMPTON	525	225	43%	48
700	NEWPORT NEWS	793	357	45%	114
830	WILLIAMSBURG	23	14	61%	4
	EDD 15	1,519	667	44%	192
053	DINWIDDIE	64	15	23%	6
149	PRINCE GEORGE	16	4	25%	3
181	SURRY	21	10	48%	2
183	SUSSEX	34	9	26%	1
670	HOPEWELL	151	77	51%	19
730	PETERSBURG	269	99	37%	33
	EDD 16	555	214	39%	64
093	ISLE OF WIGHT	80	19	24%	5
175	SOUTHAMPTON	44	16	36%	7
550	CHESAPEAKE	524	282	54%	79
620	FRANKLIN	59	24	41%	7
710	NORFOLK	1,041	498	48%	125
740	PORTSMOUTH	637	304	48%	93
800	SUFFOLK	215	81	38%	15
810	VIRGINIA BEACH	758	408	54%	145
	EDD 17	3,358	1,632	49%	476
001	ACCOMACK	51	20	39%	7
131	NORTHAMPTON	48	16	33%	7
	EDD 18	99	36	36%	14

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 5 - SFY 96 - SFY 02
Statewide**

<u>FIPS LOCALITY</u>	<u>Column A</u>	<u>Column B</u>	<u>Column C</u>	<u>Column D</u>	<u>Column E</u>	<u>Column F</u>
	Number VIEW Participants Closed With Employment 1st 78 months	Number in Column A Who Retained Employment 6+ MONTHS	Percent Who Retained Employment 6 + months	Number Who Closed With Employment 1st 72 months	Number in Column D Who Stayed Off TANF for 12 months	Percent Who Stayed Off TANF for 12 months
Statewide	33,762	20,833	62%	28,495	27,812	98%
027 BUCHANAN	187	106	57%	150	147	98%
051 DICKENSON	122	67	55%	102	100	98%
105 LEE	247	141	57%	194	190	98%
167 RUSSELL	267	190	71%	211	200	95%
169 SCOTT	110	61	55%	84	82	98%
185 TAZEWELL	403	242	60%	331	321	97%
195 WISE	490	297	61%	403	395	98%
720 NORTON	70	52	74%	54	53	98%
EDD 1	1,896	1,156	61%	1,529	1,488	97%
021 BLAND	33	16	48%	29	28	97%
035 CARROLL	188	55	29%	170	169	99%
077 GRAYSON	99	49	49%	85	84	99%
173 SMYTH	240	133	55%	209	205	98%
191 WASHINGTON	196	98	50%	174	172	99%
197 WYTHE	208	117	56%	169	167	99%
520 BRISTOL	255	124	49%	216	214	99%
640 GALAX	85	41	48%	70	67	96%
EDD2	1,304	633	49%	1,122	1,106	99%
005 ALLEGHANY/COV.	121	45	37%	91	89	98%
023 BOTETOURT	13	6	46%	11	11	100%
045 CRAIG	3	1	33%	3	3	100%
063 FLOYD	54	26	48%	44	40	91%
067 FRANKLIN CO.	148	89	60%	120	116	97%
071 GILES	32	18	56%	26	23	88%
121 MONTGOMERY	315	182	58%	261	255	98%
155 PULASKI	155	89	57%	130	130	100%
161 ROANOKE CO.	149	85	57%	125	121	97%
560 CLIFTON FORGE	0	0	n/a	0	0	n/a
750 RADFORD	53	22	42%	43	42	98%
770 ROANOKE	639	379	59%	498	468	94%
EDD 3	1,682	942	56%	1,352	1,298	96%
015 AUGUSTA	131	66	50%	101	101	100%
017 BATH	6	3	50%	5	5	100%
091 HIGHLAND	2	0	0%	2	2	100%
163 ROCKBRIDGE/B.V./LEX	92	65	71%	81	79	98%
165 ROCKINGHAM	148	106	72%	112	111	99%
660 HARRISONBURG	197	94	48%	149	147	99%
790 STAUNTON	127	77	61%	104	102	98%
820 WAYNESBORO	123	75	61%	101	101	100%
EDD 4	826	486	59%	655	648	99%
043 CLARKE	24	13	54%	21	20	95%
069 FREDERICK CO.	66	38	58%	58	57	98%
139 PAGE	95	51	54%	87	85	98%
171 SHENANDOAH	110	56	51%	100	100	100%
187 WARREN	145	110	76%	123	119	97%
840 WINCHESTER	156	76	49%	139	135	97%
EDD 5	596	344	58%	528	516	98%

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

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Statewide	33,762	20,833	62%	28,495	27,812	98%
013 ARLINGTON	706	548	78%	658	656	100%
059 FAIRFAX CO./CITY/F.C	2,070	1,244	60%	1,903	1,888	99%
107 LOUDOUN	315	232	74%	282	281	100%
153 PRINCE WILLIAM	1,732	1,158	67%	1,475	1,445	98%
510 ALEXANDRIA	763	583	76%	703	687	98%
683 MANASSAS	211	143	68%	188	186	99%
685 MANASSAS PARK	85	58	68%	78	76	97%
EDD 6	5,882	3,966	67%	5,287	5,219	99%
047 CULPEPER	191	109	57%	161	156	97%
061 FAUQUIER	176	118	67%	159	155	97%
113 MADISON	40	19	48%	38	38	100%
137 ORANGE	135	72	53%	117	114	97%
157 RAPPAHANNOCK	21	8	38%	20	19	95%
EDD 7	563	326	58%	495	482	97%
003 ALBEMARLE	145	90	62%	121	120	99%
065 FLUVANNA	22	14	64%	21	21	100%
079 GREENE	44	23	52%	37	36	97%
109 LOUISA	73	43	59%	60	60	100%
125 NELSON	22	8	36%	14	13	93%
540 CHARLOTTESVILLE	477	310	65%	378	372	98%
EDD 8	783	488	62%	631	622	99%
009 AMHERST	125	75	60%	107	106	99%
011 APPOMATTOX	118	63	53%	102	100	98%
019 BEDFORD CO./CITY	293	163	56%	264	259	98%
031 CAMPBELL	266	164	62%	235	233	99%
680 LYNCHBURG	640	369	58%	537	527	98%
EDD 9	1,442	834	58%	1,245	1,225	98%
083 HALIFAX	228	128	56%	197	190	96%
089 HENRY	215	105	49%	190	189	99%
141 PATRICK	170	136	80%	136	131	96%
143 PITTSYLVANIA	199	98	49%	175	173	99%
590 DANVILLE	603	379	63%	516	501	97%
690 MARTINSVILLE	140	61	44%	123	116	94%
EDD 10	1,555	907	58%	1,337	1,300	97%
007 AMELIA	25	15	60%	20	20	100%
025 BRUNSWICK	112	68	61%	89	87	98%
029 BUCKINGHAM	62	43	69%	50	48	96%
037 CHARLOTTE	38	20	53%	28	28	100%
049 CUMBERLAND	35	17	49%	27	27	100%
081 GREENSVILLE/EMP	69	39	57%	60	60	100%
111 LUNENBURG	34	19	56%	30	30	100%
117 MECKLENBURG	61	35	57%	47	45	96%
135 NOTTOWAY	68	46	68%	60	59	98%
147 PRINCE EDWARD	101	77	76%	87	86	99%
EDD 11	605	379	63%	498	490	98%
041 CHESTERFIELD/C.H.	727	530	73%	615	602	98%
075 GOOCHLAND	37	24	65%	34	34	100%
085 HANOVER	79	53	67%	64	64	100%
087 HENRICO	944	625	66%	813	795	98%
145 POWHATAN	28	14	50%	26	26	100%
760 RICHMOND	2,861	1,996	70%	2,356	2,257	96%
EDD 12	4,676	3,242	69%	3,908	3,778	97%

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 5 - SFY 96 - SFY 02
Statewide**

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	Number VIEW Participants Closed With Employment <u>1st 78 months</u>	Number in Column A Who Retained Employment <u>6+ MONTHS</u>	Percent Who Retained Employment <u>6 + months</u>	Number Who Closed With Employment <u>1st 72 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	33,762	20,833	62%	28,495	27,812	98%
033 CAROLINE	86	51	59%	66	65	98%
099 KING GEORGE	50	24	48%	43	42	98%
177 SPOTSYLVANIA	177	109	62%	139	137	99%
179 STAFFORD	135	87	64%	108	107	99%
630 FREDERICKSBURG	154	94	61%	124	120	97%
EDD 13	602	365	61%	480	471	98%
057 ESSEX	32	17	53%	25	23	92%
097 KING & QUEEN	19	7	37%	14	14	100%
101 KING WILLIAM	21	9	43%	19	18	95%
103 LANCASTER	54	30	56%	44	42	95%
115 MATHEWS	18	6	33%	13	11	85%
119 MIDDLESEX	47	30	64%	35	33	94%
133 NORTHUMBERLAND	36	16	44%	31	30	97%
159 RICHMOND CO.	27	9	33%	22	20	91%
193 WESTMORELAND	73	43	59%	61	60	98%
EDD 14	327	167	51%	264	251	95%
036 CHARLES CITY	10	5	50%	6	6	100%
073 GLOUCESTER	116	84	72%	98	96	98%
095 JAMES CITY	98	56	57%	75	73	97%
127 NEW KENT	29	17	59%	22	22	100%
199 YORK/POQUOSON	82	40	49%	72	71	99%
650 HAMPTON	1,152	641	56%	952	926	97%
700 NEWPORT NEWS	1,496	898	60%	1,235	1,189	96%
830 WILLIAMSBURG	28	14	50%	19	18	95%
EDD 15	3,011	1,755	58%	2,479	2,401	97%
053 DINWIDDIE	122	75	61%	103	101	98%
149 PRINCE GEORGE	84	47	56%	80	80	100%
181 SURRY	34	20	59%	30	29	97%
183 SUSSEX	66	40	61%	53	51	96%
670 HOPEWELL	313	174	56%	253	244	96%
730 PETERSBURG	590	352	60%	519	504	97%
EDD 16	1,209	708	59%	1,038	1,009	97%
093 ISLE OF WIGHT	120	73	61%	95	95	100%
175 SOUTHAMPTON	86	49	57%	67	67	100%
550 CHESAPEAKE	992	574	58%	808	787	97%
620 FRANKLIN	96	57	59%	78	74	95%
710 NORFOLK	2,162	1,167	54%	1,800	1,750	97%
740 PORTSMOUTH	1,307	875	67%	1,108	1,090	98%
800 SUFFOLK	451	284	63%	371	351	95%
810 VIRGINIA BEACH	1,271	858	68%	1,031	1,012	98%
EDD 17	6,485	3,937	61%	5,358	5,226	98%
001 ACCOMACK	176	103	59%	161	155	96%
131 NORTHAMPTON	142	95	67%	128	127	99%
EDD 18	318	198	62%	289	282	98%

