

A report of the  
Department of Social Services  
Commonwealth of Virginia

**Virginia Independence Program  
and Other Projects Funded  
with the  
Temporary Assistance for  
Needy Families Block Grant**

to the Governor and the  
General Assembly of Virginia

October 2008



**COMMONWEALTH OF VIRGINIA**  
**DEPARTMENT OF SOCIAL SERVICES**  
*Office of the Commissioner*

Anthony Conyers, Jr.  
COMMISSIONER

October 1, 2008

**MEMORANDUM**

**TO:** The Honorable Timothy M. Kaine  
Governor of Virginia

The Honorable Marilyn B. Tavenner  
Secretary of Health and Human Resources

The Honorable Charles J. Colgan, Chairman  
Senate Finance Committee

The Honorable Lacey E. Putney, Chairman  
House Appropriations Committee

**FROM:** Anthony Conyers, Jr.

**SUBJECT:** Annual Virginia Independence Program Report

I am pleased to submit the Department of Social Services' Annual Virginia Independence Program Report prepared pursuant to § 63.2-619 of the Code of Virginia and Item 349(2) of the 2008 Appropriation Act. If you have questions or need additional information concerning this report, please contact me.

AC:lrn  
Attachment

## Preface

The Code of Virginia (Code) and the 2008 Appropriation Act require reports on activities for both the Virginia Independence Program (VIP), and on other projects funded with the Temporary Assistance for Needy Families Block (TANF) Grant:

Section 63.2-619 of the Code states:

### Evaluation and reporting

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.]

Item 349 (2) of the 2008 Appropriation Act provides:

“The Department of Social Services (DSS) shall report annually on October 1 to the Governor, the Secretary of Health and Human Resources, the Chairmen of the House Appropriations and Senate Finance Committees, and the Director, 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 § 63.2- 619, Code of Virginia.” [Appendix A contains a copy of this section of the 2008 Appropriation Act.]

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## Executive Summary

Virginia has been highly successful in implementing its federal TANF Program. The Commonwealth ranked first in the nation for job entry and second for job retention for Federal Fiscal Years (FFY) 04-06. In a new report, *Welfare Reform After Ten Years-State Welfare Report Card 2008*, prepared by the Heartland Institute, a nonprofit, nonpartisan public policy research organization, Virginia received a grade of A and ranked number five for the success of its welfare reform efforts.

The TANF block grant funds a host of important and effective programs throughout the Commonwealth including VIP. VIP consists of two related but distinct sets of requirements for TANF participants, eligibility requirements and work requirements. The policies that mandate eligibility requirements became 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 of 1997.

Since VIP was implemented in July of 1995, the TANF caseload has dropped from 70,797 to approximately 33,000 in June 2007, a 54% decrease. Of the 123,034 TANF recipients enrolled in VIEW since 1995, more than 90,000 found employment and joined the work force by June of 2007. This caseload decline contributed to a net savings in federal and state funds of over \$1 billion.

Item 349 of the 2008 Appropriation Act provides for a spending strategy designed to protect families at risk and facilitate the transition to economic self-sufficiency. Federal TANF funds are being used to finance these strategies through the funding of myriad projects designed to help TANF participants gain and keep employment leading to the elimination of the need for public assistance.

TANF was reauthorized with the passage of the Deficit Reduction Act of 2005 on February 8, 2006. Reauthorization of TANF introduced several changes including: the elimination of the high performance bonus, a change in the baseline for the computation of the caseload reduction credit, a requirement that state-only funded cases be included in the calculation of the work participation rate, and new federal regulations on verifying work participation and defining work activities. The most significant change is in the baseline for the caseload reduction credit. Since Virginia's caseload decreased by 50%, the work participation target was reduced to almost 0.0%. Under the new calculation, the credit will decrease significantly, requiring more participants to be engaged in work activities each month in order for Virginia to reach the required work participation rate. New federal and state regulations took effect on October 1, 2006.

# Report on the Virginia Independence Program and Other Projects Funded with the Temporary Assistance for Needy Families Block Grant

## Virginia Independence Program Implementation

VIP consists of two related but distinct sets of requirements for recipients of 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 families 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 10 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.

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 enter a work activity within 90 days of receipt of TANF;
- A two-year time limit on TANF benefits; and
- A disregard for earned income up to 100% 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 (now changed to 12 months);
- 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.

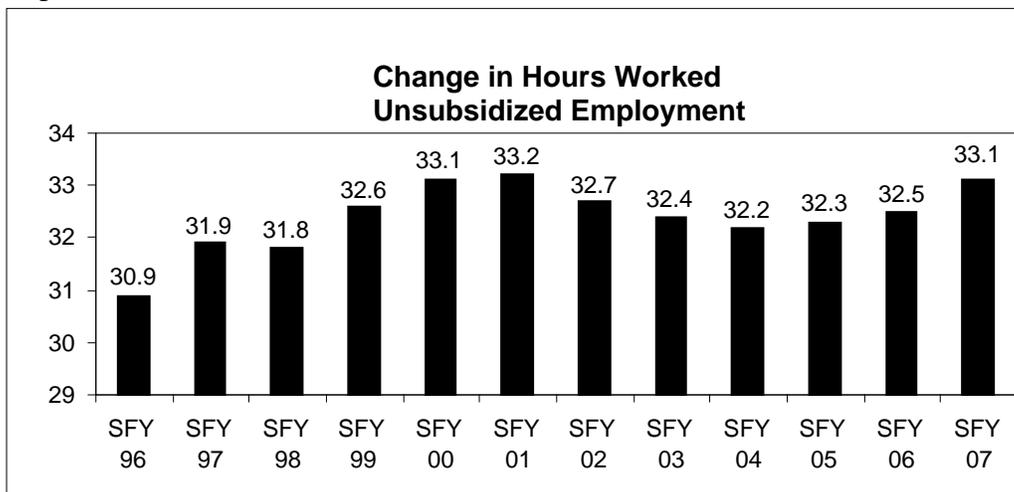
Although the waivers expired on July 1, 2003, Virginia, by using the flexibility of the block grant, has continued to operate the program as originally designed with changes implemented in October of 2006 to help the Commonwealth meet the federal participation rate as required by the Deficit Reduction Act of 2005.

Since VIP was implemented in July of 1995, the TANF caseload has dropped by over 38,000 cases, from 70,797 to approximately 33,000 in June of 2007, a decrease of 54%. Of the 123,034 TANF recipients enrolled in VIEW since 1995, more than 90,000 found employment and joined the work force by June of 2007. The caseload decline contributed to a net savings in federal and state funds of over \$1 billion.

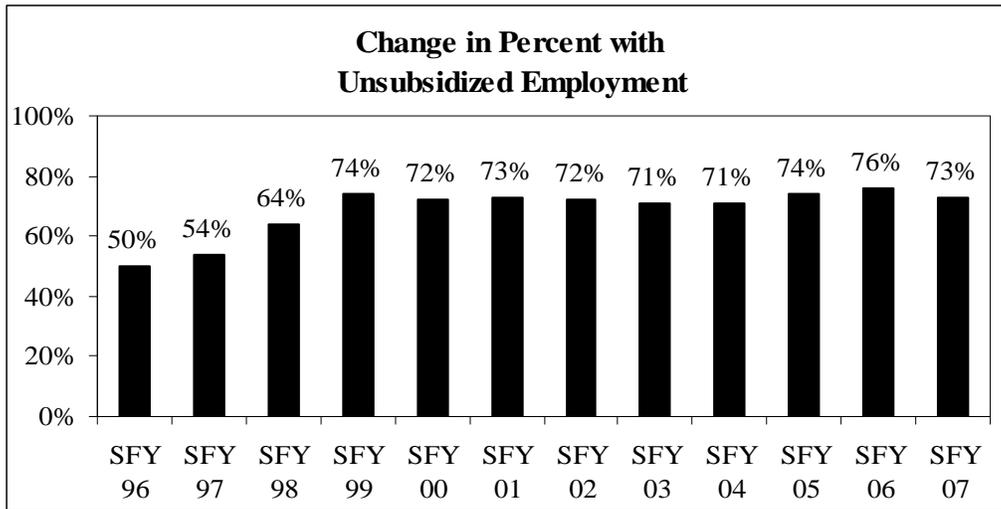
## Outcome Measures

The outcome measures cover employment, earnings, program sanctions and supportive services. For state fiscal year (SFY) 07, outcome measures show a low rate of eligibility sanctions, a high rate of employment, and high rates of participants leaving TANF with employment. Outcome measures for the most recent 12 state fiscal years show the following changes from 1996 through 2007:

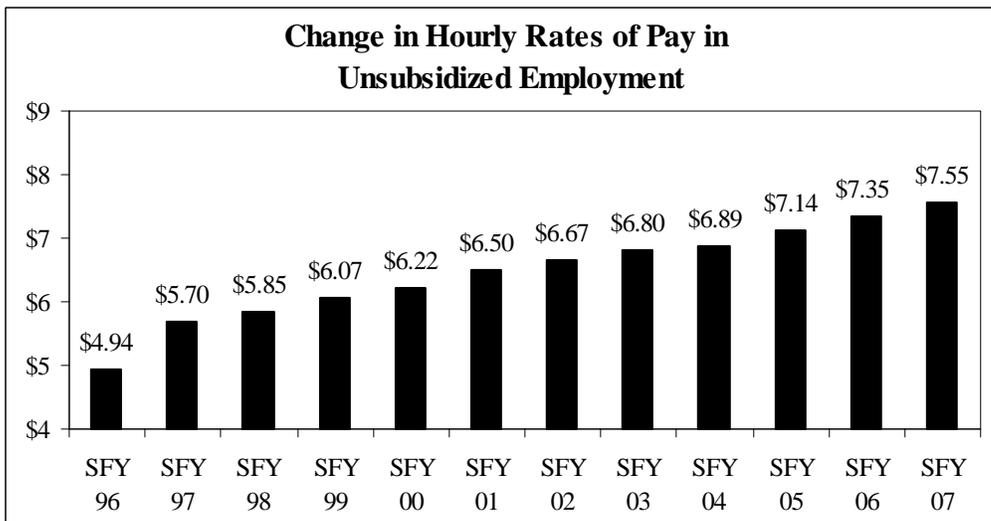
- The average number of hours worked per week in unsubsidized employment rose from 30.9 in SFY 96 to a high of 33.2 in SFY 01 before beginning to fall. In SFY 07, the hours worked per week reached 33.1 representing the third consecutive year of improvement.



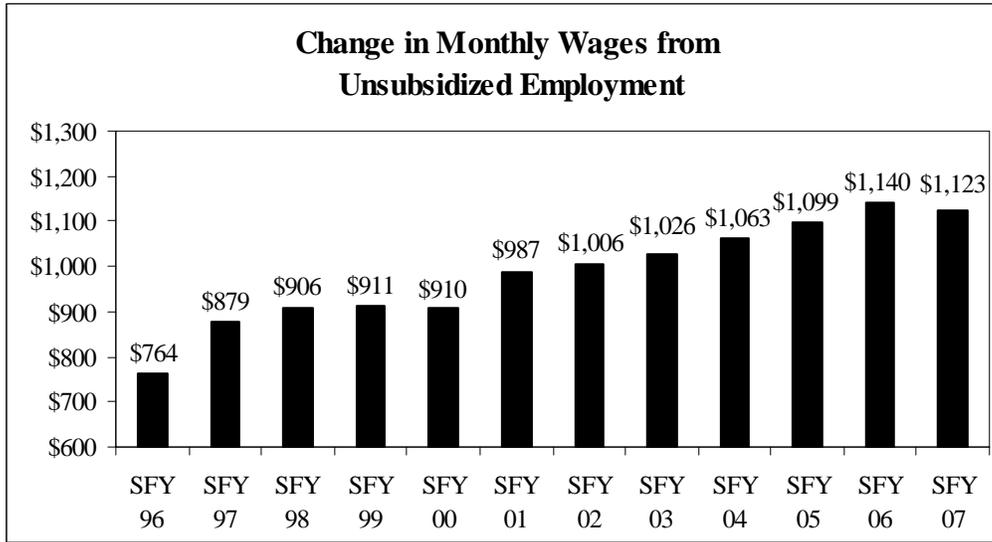
- The percent of VIEW participants who worked in unsubsidized employment rose from 50% in SFY 96 to 73% in SFY 07.



- Average hourly wages earned by VIEW participants increased from \$4.94 in SFY 96 to a high of \$7.55 in SFY 07.



- Average monthly earnings for VIEW participants who left TANF with unsubsidized employment increased from \$764 in SFY 96 to a high of \$1,123 in SFY 07.



Key findings for SFY 07 include:

- About 29% of VIEW cases left TANF with unsubsidized employment;
- The average rate of pay rose to \$7.55 per hour;
- Transportation and other supportive services totaling \$11.5 million in expenditures were provided to VIEW participants.

For all 12 program years, SFY 96 to SFY 07, the following are key findings:

- At least 62% of employed VIEW participants retained employment for at least six months beyond the closure of their TANF cases;
- About 91% of the cases that left TANF with employment did not return to TANF within 12 months; and
- Transportation and other supportive services totaling \$117.3 million in expenditures were provided to VIEW participants.

The outcome measures for VIP are reported in tables one through four in Appendix B. Tables one through three cover both statewide and locality specific data for SFY 07. Table four covers statewide and locality specific data for the full 12 years of program implementation because these variables require elapsed time. A statewide summary of the outcome measures for SFY 07 and the 12 program years are given below. Unless otherwise specified, totals are unduplicated by case for the stated time periods.

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

For SFY 07, 6,271 TANF clients referred to VIEW were sanctioned for failure to participate in VIEW. From SFY 96 through SFY 07, 47,542 TANF clients were

sanctioned 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 and percent of TANF applicants who received Diversionary Assistance. (Table 1, Column B)**

During SFY 07, 2,500 cases received Diversionary Assistance payments. From SFY 96 to SFY 07, 18,492 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 of Diversionary Assistance recipients that did not become TANF recipients after their period of ineligibility for TANF benefits. (Table 1, Column C)**

During SFY 07, of the 2,500 cases that received Diversionary Assistance payments, 83% did not become TANF cases after the period of ineligibility. Since SFY 96, 18,492 cases have received Diversionary Assistance payments. Of these cases, 11,710, or 63%, did not become TANF cases after the period of ineligibility.

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

During SFY 07, 30,352 TANF recipients enrolled in VIEW. Of these, 22,255, or 73%, were employed in unsubsidized jobs. From SFY 96 through SFY 07, 123,034 TANF recipients enrolled in VIEW. Of these, 90,850, or 74%, were employed in unsubsidized jobs.

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

On average, the 22,255 VIEW enrollees employed in unsubsidized jobs during SFY 07 worked 33.1 hours per week. On average, the 90,850 VIEW enrollees employed in unsubsidized jobs from SFY 96 through SFY 07 worked 32.9 hours per week. (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 \$7.55 for the 22,255 VIEW enrollees employed in unsubsidized jobs during SFY 07. Hourly rates of pay averaged \$6.94 for the 90,850 VIEW enrollees employed in unsubsidized jobs from SFY 96 through SFY 07. (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 07, of the 30,352 TANF recipients who enrolled in VIEW, 2,201, or 7.0%, participated in CWEP. From SFY 96 through SFY 07, of the 123,034 TANF recipients who enrolled in VIEW, 17,725, or 14%, participated in CWEP.

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

During SFY 07, 6,437 or 29%, of the 22,255 VIEW employed participants had employment when they closed their case. From SFY 96 through SFY 07, 57,150 or 63%, of the 90,850 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 \$1,123 for VIEW participants who left TANF with employment during SFY 07. Monthly wages averaged \$1,031 for VIEW participants who left TANF with employment from SFY 96 through SFY 07. (Monthly wages are equal to average hours times 4.33 weeks times the hourly rate of pay.)

- **Number and percent of employed VIEW participants who retained employment six months after leaving TANF with unsubsidized employment. (Table 4, Columns A, B and C)**

In the first 138 months of the VIP/VIEW program, 55,673 VIEW participants left TANF with unsubsidized employment. Of those, 34,643, or 62%, 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 unsubsidized employment. (Table 4, Columns D, E and F)**

In the first 132 months of the VIP/VIEW program, 53,147 VIEW participants left TANF with unsubsidized employment. Of those, 48,335, or 91%, did not return to TANF within 12 months. (This measure requires at least 12 months elapsed time after leaving TANF.)

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

Information on the number and percent of VIEW participants receiving transportation and other services is not collected. However, the total dollars spent for the 12 years following VIEW implementation was \$37.7 million for transportation and \$79.6 million for other supportive services.

## Other Projects Funded with the Temporary Assistance for Needy Families (TANF) Block Grant

Item 349 of the 2008 Appropriation Act provides for a spending strategy designed to protect families at risk and facilitate the transition to economic self-sufficiency. Federal TANF funds are being used to finance these strategies. Below are descriptions of other TANF block grant projects operated in SFY 07.

### Partners in Prevention

The Department of Health (VDH) received funding in the amount of \$765,000 for SFY 07 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 Virginia.

Because the majority, 62% in 2006, of non-marital births occur to young adults aged 20-29 and this percentage has increased 15% since 1998, the PIP initiative targets this segment of the population. Areas of concern that are addressed by the program include: marriage before conception, the male's responsibility to prevent pregnancy, discouraging cohabitation outside of marriage, delaying sexual involvement until marriage, family planning, healthy attitudes, behavior intentions regarding marriage, career and family, and discouraging high risk sexual behavior.

The SFY 04 evaluation of the program by the College of William and Mary suggests that disseminating information through the One-Stop Workforce System might not be the best way to try to change attitudes and behaviors regarding marriage and children. In SFY 05, VDH issued a Request for Proposal (RFP) to solicit proposals for programs that encourage healthy attitudes and behavior regarding marriage and children while discouraging high risk sexual behavior. The two activities that were previously the main components of the program, health fairs and One-Stop information dissemination, were not included in the RFP as allowable funded activities.

Beginning in SFY 05, 10 contractors, targeting 20 communities, began offering a variety of services including intensive case management, mentorship programs, career development and job training. At the same time, they provided intensive interventions regarding the benefits of marriage before children.

The SFY 06 program evaluation conducted by Virginia Commonwealth University showed exciting outcomes beyond the intended PIP goal of reducing non-marital birth. These outcomes include General Educational Development (GED) attainment, job placement, care and goal setting, domestic violence intervention, and marriage and address key goals of the TANF

program such as decreased reliance on public assistance and family stabilization. In SFY 06, all programs were fully implemented and enrollment substantially increased to 6,013 direct service contacts. Women comprised 63% and males 37% of those served. During SFY 07, the sites were strongly encouraged to increase the male enrollment to at least 45% of the population and have them remain in the program.

One local program, Peninsula Partners in Prevention, experienced staffing shortages throughout SFY 07, which resulted in a 40-50% decrease in service capacity. As a result, the overall program annual total of direct services decreased to 5,613. However, due to innovative strategies such as targeting sports leagues, and offering job placement services, 51% of the PIP participants were men. The SFY 07 evaluation shows statistically significant improvement in all 27 measures from the beginning of services to post intervention. The most notable difference the program has made is an increase of males expressing a more appropriate response on issues relating to responsibility and healthy relationships.

In addition to the local program interventions, VDH in SFY 05 developed a media campaign utilizing Public Service Announcements (PSA), brochures, posters, and billboards. Funding for media was substantially decreased in SFY 06 and directed to service provision; however, four smaller scale media campaigns were targeted towards out-of-wedlock births. Limited monies were allocated during SFY 07 to support PSAs and printing of brochures. Instead, efforts were focused on gathering information to develop a campaign that would address the issue of non-marital birth without so strongly promoting marriage. It is planned that monies in SFY 08 will be used to develop a marketing campaign that is more acceptable to the age group targeted and the at-risk populations.

A comparison between 2000 and 2005 non-marital birth rates in localities with PIP programs indicate nearly 16% experienced a decrease in non-marital birth rates, while 52.6% experienced a rate of increase less than that experienced by the state. It is important to note, however, that the aforementioned statistical years occurred before the full implementation of the program. From 2005 through 2006, 75% of the project localities experienced a non-marital birth rate less than the state rate increase of 9.7%, and 40% of the PIP localities actually experienced a decrease in the non-marital birth rate. It is expected that sustained programmatic change will result in larger reductions in the non-marital birth rate by promoting sustained, appropriate behavior and attitudes regarding marriage and family, while reducing the dependence on public assistance and promoting family stability. It is projected that the impact of this change will increase significantly by the end of this current contract cycle, SFY 09.

## Domestic Violence Services (The Office of Family Violence)

TANF funds in the amount of \$1,187,481 were appropriated for SFY 07 for domestic violence services. The target population served through these funds are victims of domestic violence who are either pregnant or have dependent children.

Crisis and core services are offered including a 24-hour confidential crisis hotline, shelter, crisis counseling, supportive counseling, information and referral, transportation, coordination of services, legal advocacy, and basic children's services.

In SFY 07, the Department of Social Services' (DSS) Domestic Violence Prevention and Services Program renewed 46 contracts for local domestic violence services throughout the Commonwealth. The following is a breakdown of services provided by the local programs:

- 5,907 adults received advocacy; 2,350 were TANF eligible.
- 2,009 adults received legal advocacy; 339 were TANF eligible.
- 3,140 adults received shelter; 1,241 were TANF eligible.
- 3,276 adults' children received advocacy; 2,054 were TANF eligible.

## Community Action Agencies

The Community Action Network consists of 26 local agencies that provide an array of services for low-income families and individuals. TANF funds are used in combination with other federal, state, local, and private sector funding. These services include emergency help, job readiness and employment, case management, supportive services including child care and transportation for employed families, free tax preparation and assistance in securing earned income tax credits, individual development account programs, housing, family development, education, and homeless/domestic violence shelter programs. The community action agencies are targeted to serve needy families with minor children. The appropriation for their programs in SFY 07 totaled \$3,440,359 in federal TANF funds.

The localities served by the community action agencies are listed below:

Accomack County	Halifax County	Washington County
Albemarle County	Henry County	Wise County
Alleghany County	Isle of Wight County	Wythe County
Amelia County	James City County	Alexandria
Amherst County	King and Queen County	Bedford
Appomattox County	King William County	Bristol
Arlington County	Lee County	Buena Vista
Bedford County	Loudoun County	Charlottesville
Bland County	Louisa County	Chesapeake
Botetourt County	Lunenburg County	Clifton Forge
Brunswick County	Madison County	Covington
Buchanan County	Mecklenburg County	Danville
Buckingham County	Montgomery County	Emporia
Campbell County	Nelson County	Franklin
Caroline County	New Kent County	Galax
Carroll County	Northampton County	Hampton
Charles City County	Nottoway County	Lexington
Charlotte County	Orange County	Lynchburg
Craig County	Patrick County	Martinsville
Cumberland County	Pittsylvania County	Newport News
Dickenson County	Powhatan County	Norfolk
Fairfax County	Prince Edward County	Norton

Fauquier County  
Floyd County  
Fluvanna County  
Franklin County  
Giles County  
Grayson County  
Greene County  
Greensville County

Pulaski County  
Roanoke County  
Rockbridge County  
Russell County  
Scott County  
Smyth County  
Southampton County  
Surry County  
Sussex County  
Tazewell County

Petersburg  
Portsmouth  
Radford  
Richmond  
Roanoke  
Salem  
South Boston  
Suffolk  
Virginia Beach  
Williamsburg

During SFY 07, TANF funds were used to expand the services provided by the community action agencies. TANF funds make up 2.68% (\$3,440,359) of the \$128,168,248 in federal, state, local, and private resources that Virginia's community action agencies secured and used during SFY 07 to serve a total of 55,859 low-income families and 166,601 individuals.

Following is a list of outcomes achieved by local community action programs and services that were funded in part with TANF:

- 28,939 households consisting of 75,993 individuals had their emergency needs addressed;
- 883 children received childcare that enabled their parents to work;
- 1,459 unemployed individuals secured employment while another 126 employed individuals secured better jobs;
- 358 individuals were able to obtain or maintain employment due to transportation service;
- 276 individuals earned certificates or diplomas after completing vocational training classes;
- 1,010 children of low-income working parents received child care service;
- 5,585 children were fed in summer feeding programs;
- 7,483 children received Head Start service partially supported with TANF funds;
- 1,310 youth in Project Discovery programs partially supported by TANF participated in activities designed to encourage and prepare them to attend college or other post-secondary educational institutions;
- 397 parents improved their parenting skills;
- Three community action agencies operated three homeless shelters partially supported by TANF funds, as well as shelters that provided emergency housing and case management services to 462 families consisting of 657 individuals;
- Two community action agencies operated three domestic violence shelters partially supported by TANF funds, as well as shelters that provided emergency housing and counseling to 134 families consisting of 207 individuals who were victims of domestic violence;
- Seven community action agencies operated transitional housing programs partially supported by TANF funds, as well as programs that provided housing and case management services to 194 families consisting of 530 individuals;
- 1,139 homeless families consisting of 2,702 individuals received emergency assistance and counseling;
- 1,046 families suffering from domestic violence received emergency assistance and counseling;

- 719 households consisting of 1,497 individuals secured improved housing through housing rehabilitation/home repair programs;
- 1,350 households consisting of 3,083 individuals had their homes weatherized resulting in improved energy efficiency;
- 755 households consisting of 1,884 individuals were able to preserve or improve their housing after receiving housing counseling;
- 163 families received assistance in repairing their water and wastewater systems;
- 3,524 individuals released from prison received counseling, case management, employment counseling, and other forms of assistance from community action ex-offender programs partially funded by TANF;
- 857 families including 1,103 children increased their access to quality health care resources through the Comprehensive Health Investment Project (CHIP) programs partially funded by TANF;
- 438 students received services to improve their academic success;
- 3,150 families received free tax preparation assistance with 1,121 of those families receiving earned income tax credits totaling \$1,158,802 through volunteer income tax assistance programs partially funded by TANF;
- 277 families increased their cash savings by participating in Individual Development Account (IDA) programs; and
- 234 absent fathers increased their parental involvement as a result of fatherhood program services.

## Centers for Employment Training

The Centers for Employment Training (CET) received TANF funds totaling \$637,500 for SFY 07. Four of the five organizations that received funds are community action agencies with the fifth organization existing as a single-purpose agency. The TANF funds are used to provide a variety of employment services to needy families.

The Alexandria Center for Employment Training (single-purpose agency) serves Arlington, Fairfax City and County, Prince William County and the City of Alexandria. Alexandria CET students successfully gained employment in four skill areas: business office technology, building maintenance, heating, ventilation, air conditioning installation and repair, and medical administration.

The Lynchburg Community Action Group serves Amherst, Appomattox, Bedford, and Campbell counties and the cities of Bedford and Lynchburg. Lynchburg Community Action Group works with individuals who are not only looking for employment, but who are also interested in upgrading their skills for better employment. Each participant receives hands-on training in office automation or nursing assistance and if needed, remedial education, GED preparation, and GED testing.

People, Incorporated serves Buchanan, Dickenson, Russell, and Washington counties and the City of Bristol. Activities and services include comprehensive assessment, basic education skills, communication skills, job readiness training, supportive services including transportation

and childcare, classroom training and occupational training in the following areas: medical assistant, dental assistant, diesel truck technician, and welding operator.

The Southeastern Tidewater Opportunity Project serves Isle of Wight and Southampton counties and the cities of Chesapeake, Franklin, Norfolk, Portsmouth, Suffolk, and Virginia Beach. The CET in the Tidewater area works with the community, area agencies, and local businesses to provide training, support and placement. Due to the increased demand for Certified Nursing Assistants (CNAs), CET has focused efforts on this training.

The Total Action Against Poverty's (TAP) CET program, This Valley Works, serves Allegheny, Botetourt, Craig, Roanoke, and Rockbridge counties and the cities of Buena Vista, Clifton Forge, Covington, Lexington, Roanoke, and Salem. TAP provides training in business office technology and medical billing and coding. In addition to technical skills training, staff assists participants in overcoming a variety of serious barriers to employment.

Virginia's five CET programs achieved the following results during SFY 07:

- Of the 205 individuals enrolled and served, 134 persons were unemployed at enrollment and 71 persons were employed;
- Of the 134 persons who were unemployed at enrollment, 68 (50.7%) were placed in either full-time or part-time employment, while another 31 (23.1%) were still progressing toward that outcome at the end of the state fiscal year;
- Of the 71 persons who were employed at enrollment, 37 (52.1%) experienced an increase in employment income, while another 25 (35.2%) were still progressing toward that outcome at the end of the state fiscal year;
- 138 individuals obtained a vocational certificate or diploma.

## Child Abuse and Neglect Advocacy Projects

TANF funds in the amount of \$100,000 were distributed to two child abuse and neglect advocacy projects from July 1, 2006 through June 30, 2007. These projects provide for the investigation, prosecution, case management and treatment of child abuse and neglect. The TANF funds are used to expand the mental health treatment component of the projects. Child abuse/neglect treatment service includes crisis intervention, mental health assessment and treatment, parent education, family treatment, child and family support groups, individual and group therapy, adolescent treatment groups and caretaker support groups. Services focus on safely maintaining children in their own homes or in the homes of other family members. Areas served by the child abuse advocacy projects include Bristol and Washington County, the City of Norton and the counties of Lee, Wise and Scott.

During SFY 07, the two child abuse/neglect advocacy projects served 89 families which included 127 children. Treatment outcomes were measured for improvements in child safety, health, well-being, and parent-child relationships. Of the families completing TANF funded treatment services, improvement was noted in the caretaker's ability to meet behavioral needs, parent-child relationships, child safety, problem solving, and victim self esteem. A new father's group formed by one agency led to anxiety reduction, understanding relationships and

development of improved parenting skills. Adolescent children enrolled in the program demonstrated an increase in trust and self esteem. A week long camp for caregivers and children promoted discussions and activities on problem solving and effective discipline methods.

The Virginia General Assembly appropriated \$1,000,000 in 2007 towards Child Advocacy Centers. Across Virginia, 15 centers received funding to provide services for victims of child abuse and neglect and their families. A state chapter affiliated with the National Child Advocacy Center was developed to support growth, development, and continuation of the Child Advocacy Centers. Members of the state chapter received assistance from the national organization in policy development including interagency agreements, protocols, procedures and network discussions. The state chapter provides information from the national organization to local centers and informs them about current grant opportunities. Quarterly network meetings are held across the state.

## Continuum of Housing Services

The General Assembly designated \$4,910,128 million in federal TANF block grant funds for SFY 07 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 Resources (SHARE) Shelter Support Grant provides emergency assistance for TANF-eligible families. Supportive services include the following: housing, clothing, food, job training, life skills training, case management, and information and referral. In SFY 07, 3,785 new families received shelter and services through this program. The outcome goals for this program are for 30% of households residing in existing emergency or domestic violence shelters to obtain permanent housing and for 75% of households in existing transitional housing to obtain permanent housing. For SFY 07, 42% of those leaving emergency shelter obtained permanent housing, 42% of those leaving domestic violence shelters obtained permanent housing, and 74% of those leaving transitional housing obtained permanent housing.
- The Child Care Coordinator Grant supports salaries of full-and part-time service coordinators who arrange intensive social services needed by children in emergency shelters and transitional housing. Services include 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. In SFY 07, 3,476 homeless children received services. The program improved access to health care; provided education for basic preventive health practices (nutrition, hand washing and so forth); improved mental health, particularly relating to the psychological effects of homelessness and domestic violence; and led to greater success in schools through tutoring programs and coordination with Project HOPE, the Virginia Education Program for Homeless Children and Youth. The outcome goals of the program are for 30% of children in emergency or domestic violence shelters to receive a health assessment, 30% of children over the age of five in emergency shelters to receive a mental health assessment, 75% of children in transitional housing to receive a health assessment, and 75% of children over the age of five in transitional housing to receive a

mental health assessment. Of the children in emergency shelter, 60% received a health assessment, 87% of children in emergency shelters received a mental health assessment, 59% of children in transitional housing received a health assessment, and 70% of children over the age of five received a mental health assessment. The program met or exceeded all goals for TANF eligible children with the exception of children in transitional housing receiving health assessments.

- The SHARE Homeless Intervention Program provides 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 07, 524 new TANF eligible families received rental assistance and 294 families exited the program. Of the exiting families, 51% were able to maintain existing housing while 23% secured new housing for a total of 74% who were able to maintain housing. The main goal of the program is for 75% of those exiting to maintain/gain housing. Another goal of the program is for 80% of the exiting families to receive counseling on budgeting and housing and to complete a self-sufficiency plan; 91% of the exiting families received these services.

## Comprehensive Health Investment Project (CHIP of VA)

The mission of CHIP of Virginia is to "improve children's health and promote wellness and self-sufficiency in low-income families, through partnerships with local communities." CHIP of Virginia programs are local public/private partnerships providing comprehensive health supervision, family support and referral to medical and dental services for low-income at-risk children. CHIP programs provide home-based case management which helps families connect to needed services. While improved child health is the primary goal, parents of enrolled children also develop skills to increase their self-sufficiency and care for their children.

CHIP's mission to match families to comprehensive preventive and primary care providers, coupled with family support services, guides families to the effective use of health care and other community resources. CHIP nurses and outreach staff work with families to develop plans for improving health and nutrition, increasing home safety and stability, and enhancing education and employability. The appropriation for the program in SFY 07 was \$2,141,890 from the federal TANF block grant.

Currently, CHIP of Virginia funds 11 sites, serving children in 30 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 07, CHIP nurses and outreach workers performed 24,423 home visits to enrolled families and had a total of 28,025 face-to-face contacts.

The four CHIP core services are:

- **Screening, Assessment and Planning:** Services include assessing the family and child strengths and needs, leading to the development of family service plans. Assessments include child health, development and safety, family wellness and stability, parent work experience, and employability.

- Education and Support: Services include assisting parents in acquiring parenting skills, learning about growth and development, promoting the health and well-being of their families, and increasing self-sufficiency.
- Follow-Up: Activities include ensuring that necessary services are received by families and that these services are effective in meeting their needs.
- Referral and Outreach: Services include linking families to available community resources and community agencies.

97% of CHIP families received all four core services.

A key component of CHIP case management activities is ensuring effective use of community resources. During SFY 07, CHIP staff members made over 8,000 referrals to community services.

Following is a summary of SFY 07 contacts with community service providers:

- 1,225 contacts with local departments of social services;
- 728 contacts with the Women, Infants and Children Nutrition Program (WIC);
- 646 contacts with schools;
- 373 contacts regarding Medicaid applications;
- 279 contacts with housing services;
- 232 contacts with Child Protective Services;
- 226 contacts with emergency resource providers;
- 197 contacts with mental health services;
- 146 contacts with employment services; and
- Numerous other contacts with doctors, dentists and other health services providers.

CHIP staff work with families to help them assess their needs and resources and to develop plans to meet those needs. In SFY 07, CHIP had 6,081 encounters with families, during which a family needs assessment was performed; they had 3,338 encounters with families involving service plan facilitation. Of families actively enrolled in CHIP, 85% were involved in one of these activities in SFY 07. Families enrolled in CHIP have demonstrated positive outcomes in both health and self-sufficiency.

CHIP works to ensure that every enrolled child has a primary care provider who provides both well-and sick-child care; offers comprehensive, coordinated, family-centered care; and is available around-the-clock. At the time of CHIP enrollment, 75% of children under age six are up-to-date on immunizations. Within one year of enrollment, 95% of CHIP children are up-to-date or on-track with their immunizations. (Children are on-track if they are not fully up-to-date, often because of a late start, but have been given as many immunizations as clinically allowable.)

CHIP service providers help mothers understand the positive effects of healthy birth spacing. Research demonstrates that both mothers and children benefit when there are at least 24 months between births. Only 5.8% of mothers enrolled in CHIP for more than one year have subsequent deliveries less than 24 months after their previous ones. CHIP's support to pregnant women has also led to positive birth outcomes for children. Children born to mothers who were

enrolled in CHIP at least four months prior to delivery were less likely to be delivered prematurely and less likely to be born with low birth weight.

Education is a key to self-sufficiency. Of the mothers and fathers who have not received their high school diploma or GED prior to enrollment, 13% of mothers and 4.0% of fathers had successfully done so after two years of program services. In addition, after one year of program services, 46% of families have one or both parents employed (compared to 32% at enrollment). School readiness of children also improves; after one year of CHIP enrollment, 60% of children ages 3 to 6 are participating in early childhood programs or out-of-home care (compared to 30% at enrollment).

Family stability also shows improvement after enrollment in CHIP. After one year of program services, the number of families reporting an unmet transportation need decreased by 20% and unmet food needs decreased by 28%. The number of families with two or more moves during the year decreased from 22% (in the 12 months prior to enrollment) to 13% (during the first program year).

## 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 visits to reach families with young children.

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, the family is offered the opportunity to voluntarily participate in the Healthy Families program. When families accept services, comprehensive home visiting is initiated that include Family Support Workers who monitor and follow up on prenatal, postnatal, and pediatric care. For those parents whose Family Needs Assessments identify the need for support not available through Healthy Families, information and referrals to other community resources are offered.

Healthy Families programs offer voluntary and frequent home visiting services for up to five years. The services include in-home parenting education, child development, preventive health care and support services. 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. Strategies may include staying in school, finding a job or a better place to live, developing effective parenting techniques, home management skills and ensuring well baby care. 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 07, \$3,914,820 in federal TANF block grant funds and \$1,332,959 in General Funds (for a total of \$5,247,779) was available for the Healthy Families program. Based on reports from all sites, but recognizing some sites may have reported on all served by the program rather than those served by TANF funding alone, 4,923 adults and 3,871 children were served during SFY 07.

The program serves 87 cities and counties in Virginia. Localities served by Healthy Families are listed below:

Alexandria	Arlington County	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	Clarke 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
Campbell County	Halifax County	Page 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 Department of Psychology at the College of William & Mary and Huntington Associates, Ltd. have completed eight annual Healthy Families Virginia evaluation reports for the Healthy Families Virginia Initiative and Prevent Child Abuse Virginia. They have also completed a benchmark study for the Hampton Healthy Families Partnership measuring community-wide impact over a decade.

The SFY 03–07 Statewide Evaluation Report provides the results of the outcome evaluation of 37 Healthy Families sites. The summary is based on outcome evaluations of two groups of sites, those that participate in the HFV statewide evaluation project and collect data

using the Program Information Management System (PIMS), and data from the sites that do not use PIMS or participate directly in the statewide evaluation project. The following bullet items are notable outcomes abstracted from the report:

- **Child Abuse and Neglect:** Among the 2,351 families enrolled in the Healthy Families Program, the rate of identified cases of abuse and neglect among participating families was only 1.4%. This is very low, especially considering the characteristics of the participating sample. This is especially significant that there are so few perpetrators in a population where over 50% of mothers enrolled in the program reported a childhood history of abuse.
- **Healthy Birth Weight:** 93% of the babies born to the 2,018 prenatal enrollees were within the healthy birth weight range surpassing the state criterion. The percentage of full birth weight represents a considerable improvement over the SFY 01 statewide rate of 77%.
- **Connection to Medical Care Providers:** Approximately 93% of the 4,502 births to mothers enrolled in Healthy Families programs using PIMS had a primary medical care provider within two months of enrollment. In addition, 92% of those children continued with health care providers after six months of participation in the program. These rates far exceed the Healthy Families Virginia criteria and are the best overall continuation rate to date.
- **Immunizations:** 88% of the 4,651 children in both PIMS and non-PIMS sites received 100% of their 16 scheduled immunizations. This level of performance surpasses the statewide objective, exceeds the Virginia average of 77.4%, and far exceeds the immunization rate of 51.2% for comparable high-risk families. This performance is superior not only to the rates for high-risk families, but also to the rates for the Virginia general population.
- **Child Development:** Healthy Families Programs succeeded in ensuring the referral of children with suspected delays to early intervention services and followed children to ensure the receipt of services. Approximately 91% of the 3,242 children were appropriately screened for developmental delays in SFY 07. 93% of the children with suspected delays were referred for further developmental assessment and services as warranted. The 7.0% of children with suspected delays that were not referred was primarily a result of parents leaving the program before the process was completed.
- **Maternal Health Outcomes:** 2,671 (573 teen and 2,098 non-teen) were enrolled long enough to merit inclusion in this evaluation component. After the targeted 24-month interval, 92% of the teen mothers had no subsequent births, and 5.0% had a subsequent birth after the 24-month interval for a 97% success rate. 89% of the non-teen mothers had no subsequent births, and 6.0% had births after the targeted 24-month interval, representing a 95% success rate. Delays in subsequent child birth are associated with higher educational attainment, improved children's health, increased future job status and decreased infant homicide.

- **Parent-Child Interaction:** In SFY 07, from the 1,590 parent-child interactions assessed, 90% were within normal limits. This result surpassed the statewide criterion that at least 85% of participants demonstrate acceptable levels of parent-child interaction or experience improvement after one year of participation. Additionally, 1,344 families participated long enough to evaluate the home environment. 98% of these families' assessments were within normal limits, again surpassing the statewide criterion of 85%. Overall, Healthy Families participants displayed greater sensitivity to their children's cues, increased understanding of their children's development, less overall stress and greater knowledge of alternative methods of discipline.

## St. Paul's College Pilot Program

This initiative, the Single Parent Support System (SPSS), is a program designed to address the post-secondary educational needs of single TANF parents who have completed high school, have one or two children between one and 10 years of age, and have been admitted to St. Paul's College located in Lawrenceville in Brunswick County, Virginia. The program outcome is directed toward increasing the self-sufficiency of those participating. Specific outcomes include successful completion of the program's work experience component, improving job readiness through education, and reducing non-marital births. The appropriation for this program from the TANF block grant was \$85,000 for SFY 07.

The SPSS is a 12 month residential program. Enrolled parents carry a full course load, including summer school. 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 in 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 and success in academics, parenting and employment.

Under the terms of the contract, 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 non-marital births while enrolled in the program. Participants who do not maintain the required 2.5 grade point average are given additional tutorial assistance on a regular basis.

There were 18 participants enrolled in the program in SFY 07. This included three first year enrollments. The employment outcome was 100% as all 18 participants were employed either on campus or in the community in jobs related to their career options. The program outcome on non-marital births was also 100%, as none of the participants became pregnant while in the program.

85% of the students maintained a grade point average of 2.5 or higher. Ten of the students were on the dean's list and received scholarships or recognition during honor day. Six students graduated from the program, one student graduated Magna Cum Laude and was the valedictorian. Another student graduated seventh in her class. Two of the students are attending

graduate school. One graduate is a social worker in Sussex County. Two are now teachers, one in Emporia, Virginia and another in Richmond, Virginia. One is successfully working in Washington D.C.

## Employment Advancement for TANF Participants Projects

The Employment Advancement for TANF Participants Projects are designed to provide proven service approaches and strategies that help current and former TANF clients, including those with multiple barriers, to prepare to enter, succeed and advance in the workplace. The intent is to provide resources to expand and enhance existing service delivery efforts offered through the local departments of social services. The expected outcomes of the project are improved job placement, improved job retention, higher employment wages upon entry and increased wage gains from job advancement. There are 41 projects. The grant period began on December 1, 2004 for an initial 18 months. At the end of the period, the grants were renewed for an additional year in the amount of \$8 million. This period ended on May 31, 2007. Services offered include the following:

- Comprehensive assessments (including utilization of psychologists and clinicians) that help identify strengths, diagnose disabilities and determine any treatment and accommodations required;
- Services that stabilize an individual's situation so that he/she can participate in or retain employment and/or seek alternative financial resources such as Social Security Income;
- Intensive work preparation or work adjustment services, including education and skills training, community work experience placement and on-the-job training;
- Job development and placement services including work initiatives, subsidized employment and the development of industry-based career ladders; and
- Other services that support individuals retaining employment and/or obtaining higher wages, health benefits and/or jobs with a career path.

Organizations, state agencies, and local departments of social services that operated Employment Advancement Projects are listed below:

Accomack County Department of Social Services (DSS)  
Alexandria Department of Human Services  
Arlington County Employment Center  
Bay Aging/Transit in Urbanna  
Career Support Systems in Richmond  
Charlotte County DSS  
Charlottesville DSS  
Crater Workforce Investment Board in Petersburg  
Culpeper Human Services  
Danville Community College  
Fairfax County DSS  
Fauquier County DSS  
Franklin City DSS  
Frederick County DSS

Goodwill of Central Virginia, Inc.  
 Hanover County DSS  
 Harrisonburg/Rockingham DSS  
 Henrico County DSS  
 Job Assistance Center in Shackelfords  
 Loudoun County DSS  
 Louisa DSS  
 Lynchburg DSS  
 Norfolk Department of Human Services  
 Occupational Enterprises, Inc. in Lebanon  
 Prince William County DSS  
 Pulaski County DSS  
 Rappahannock Community Services Board in Fredericksburg  
 Regional Job Support Network in Newport News  
 Department of Rehabilitative Services, State-Wide  
 Richmond Behavioral Health Authority  
 Shenandoah Valley DSS  
 Southwest Virginia Regional Employment Coalition in Roanoke  
 Spotsylvania DSS  
 Suffolk DSS  
 Surry County DSS  
 Tidewater Community College in Norfolk  
 Vehicles for Change, State-Wide  
 Virginia Beach Department of Human Services  
 Way-To-Go in Massanutten  
 Williamsburg DSS  
 Worksource Enterprises in Charlottesville

During the 10 quarters of the grant, which ended on May 31, 2007, the 41 projects have achieved the following:

- Of the 22,583 participants enrolled in the program by May 2007, 16,068 were enrolled with placement goals. Of these, 7,066 had entered employment by the end of the 10<sup>th</sup> quarter. The other 6,515, enrolled only for transportation services.
  - Lynchburg City Department of Human Services achieved the highest employment placement rate of 96.65%, Williamsburg City Department of Human Services was second with a placement rate of 91.84%, and Surry County Department of Social Services was third with a placement rate of 90.74%.
  - Other notable projects were: Brunswick County Department of Social Services with an employment placement rate of 88.31%, Worksource Enterprises with 87.50%, Fairfax County Department of Human Services with 87.46%, Arlington County Department of Human Services with 85.14%; and Harrisonburg/Rockingham Department of Social Services with 81.96%.
- The average hourly wages at all project locations for grant participants ranged from \$6.05 to \$10.88; the hourly wage for VIEW participants at these same project locations was between \$6.27 and \$9.88.

- Twenty-five grantees either achieved or surpassed the average wage rates of their corresponding local VIEW programs.
- Of note were Fairfax County Department of Family Services with an average wage of \$10.62, Alexandria Department of Human Services with a wage of \$10.42, and Arlington County Department of Human Services with a two program combination of \$10.11.
- Of those who surpassed the VIEW wages, the wage rates compared to VIEW participants' wages ranged from a high of 131.03% to a low of 100.52%.

Although participants in the grant have, in general, more barriers to employment than those TANF participants only in VIEW, they are earning higher wages.

## Girls Empowered to Make Success (GEMS)

The GEMS Program is a positive youth development initiative which encourages healthy behaviors and other constructive life skills. Funded by TANF, GEMS sites enroll girls, ages 10-15, with a teen relative who is pregnant or has a baby. Studies have found that siblings of pregnant and parenting teens are at higher risk for early initiation of premarital sexual activity, out-of-wedlock births, cigarette smoking, drug use, and school dropout than are siblings of never-pregnant teens.

The GEMS program offers each girl an adult mentoring relationship, peer group meetings, and volunteer community service. According to the Brookings Institute study of cost-effective programs and the National Campaign to Prevent Teen Pregnancy Fact Sheet, mentoring and participating in community services are effective approaches to decreasing the pressures towards high risk behaviors including those leading to teen pregnancy. The average number of direct contact hours in SFY 07 each participant received from mentors was 48 hours.

Each site group chooses their own community activities. This year's projects included collecting books for Literary Volunteers of America, participating in a walk against sexual assault, painting a house for a senior couple, working for Habitat for Humanity sorting through donated building items, working with the Red Cross to publicize blood drives, sending items to McGuire Veteran's Hospital, collecting food for food banks, and creating blankets for those in need.

The girls attended art and craft shows, museums and theater productions. One site produced an art show to exhibit participants' work; one site arranged mentors from the Toastmaster's Club in order for the girls to improve their public speaking skills. Another site worked with a college business class to develop and market a product (a flower pen) which the local Wal-Mart agreed to display.

Currently there are 6 program sites: Alexandria; Lee County; Wise County; the City of Norton; Pulaski County; Charlottesville; Farmville; and Richmond City. Three of the contractors are health districts, and three are nonprofit agencies.

During the 2007 program year, 122 young teens participated in the GEMS program. Their achievements included:

- **100% were not pregnant during the program year; 92.5% were not sexually active.** The Centers for Disease Control's Youth Risk Behavioral Surveillance Survey for 2007 found that nationally 27.4% of female students entering the 9<sup>th</sup> grade report having sexual intercourse.
- **95% were not smoking, using alcohol or drugs.** A recent national survey found that 29% of high school students stated that they started drinking prior to age 13. Those who start early are at higher risk for binge drinking, driving while intoxicated, and having unprotected sexual activity.
- **94% of those who were enrolled in the program for at least 6 months developed written future plans that were realistic, constructive and detailed.** This exceeds the program goal of 85%. Teens with realistic future goals are less likely to become teen parents.

Mentors and parents of the participants also reported that the teens' behaviors improved overall as they became more cooperative and constructive and completed school work. According to the National Women's Law Center report, *When Girls Don't Graduate We all Fail*, an estimated one in four female students nationally will not graduate with a regular high school diploma in the standard four-year period.

## Statutory Rape Awareness Program

The Statutory Rape Awareness Program was awarded \$127,500 of TANF block grant funds to implement its program during SFY 07. The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 mandates that states operate a statutory rape awareness program. This program fulfills the federal mandate. The program goals are to raise community awareness of statutory rape and to reduce the incidence of statutory rape. Strategies to achieve these goals in SFY 07 included implementing a public awareness campaign targeting men, ages 18 to 30, and a web site to help coordinate the campaign. Training was conducted for professionals working with minors to educate them on the dynamics of statutory rape and sexual coercion.

The following activities were implemented during SFY 07 in order to meet the broad goals set for this initiative:

- An award-winning fotonovela, a picture book accompanied by text, was completed as a resource for Hispanic teens. The fotonovela was downloaded over 150,000 times in a three month period and won the 2007 Gold Award for Excellence in Public Health Communication by the National Public Health Information Coalition. The fotonovela, *Gracias Papá (Thank you, Dad)*, was featured nationally by the Associated Press and shown on CNN's webpage.

- A media campaign to raise community awareness of statutory rape and to reduce the incidence of statutory rape, targeting men ages 18 to 30, was featured on five outdoor billboards in Virginia Beach, Richmond, and Hampton Roads and in 66 radio spots. The campaign's message was "Isn't She A Little Young? Sex with a Minor Don't Go There" and referred men to [www.varapelaws.org](http://www.varapelaws.org).
- A new statutory rape prevention campaign targeting the Hispanic population was developed. There were 66 Spanish radio spots featuring Hispanic fathers with daughters telling other Hispanic men not to date young girls. The campaign is called "Gracias Papa" and also features a webpage, [www.paramijja.com](http://www.paramijja.com).
- Full-day training sessions were provided to 195 professionals who work with youth using the Unmasking Sexual Congames curriculum. Outcome evaluation showed 99% of the professionals stated that the training increased their knowledge of statutory rape and 94% stated they found the training useful.
- 65 training events focusing on sexual coercion and sexual exploitation of minor youth were provided to youth service providers' to increase their knowledge concerning sexual exploitation. There were approximately 950 participants who indicated a 9.28% increase in knowledge of the subject as measured in pre-and post-training surveys.
- Websites to complement the media campaign were updated and maintained. The websites, [www.varapelaws.org](http://www.varapelaws.org) and <http://www.paramihija.com>, include information on statutory rape, laws related to sexual assault and minors, and options for an individual in a coercive relationship.
- One three-session youth curriculum for use with the Crossing the Line video was completed.

## Teen Pregnancy Prevention Initiative (TPPI)

In SFY 07, the Department of Health (VDH) was allocated TANF funds for the purpose of supporting the Teen Pregnancy Prevention Initiative (TPPI). TPPI utilizes community involvement and public-private collaborations in a focused effort to reduce the rate of teenage pregnancies in the seven areas of the Commonwealth where the teen pregnancy rate is above the state rate of 27.3 per 1,000 population age 10-19. The seven identified areas (in descending order according to rate of teen pregnancy) are Richmond, Roanoke, Crater (the Petersburg area), Norfolk, Alexandria, Portsmouth, and the Eastern Shore. These rates ranged from 68.8 to 40.8 teen pregnancies per 1,000 population age 10-19.

The most recent year for which data is available is 2006, and for the first time in over a decade, Virginia saw a slight increase in overall teen pregnancy rates from 26.5 to 27.3%. Virginia's increase in birth rates also reflected the national increase of approximately 3.0%; it is too early, however, to determine if these are natural fluctuations or changing trends. It is important to note that Virginia's teen birth rate, though slightly increasing, remains 17% lower than the rate 10 years ago. Each locality continues to experience challenges in addressing issues ranging from staffing, which prevented Alexandria from fully participating during a portion of SFY 07, to identifying and developing mechanisms necessary to increase the average level of involvement among program participants in all areas.

Two of the targets established in support of the outcome statement: “No teenage pregnancies in the seven designated health districts” were:

- Participants will attend a minimum of 75% of the project activities based on the curriculum used.
- Participants will receive at least 10 hours of program intervention.

A total of 3,182 youth participated in 14 different teen pregnancy prevention programs during SFY 07, a 21% increase in the number of participants over SFY 06. Of these, 54% attended a minimum of 75% of the program activities, and the seven TPPI funded sites had on average 57% of participants receiving at least 10 hours of intervention. Each of these target areas represents a small decrease from SFY 06 and speaks to the challenges encountered in all of the programs. Variables such as commitment, participation and attrition of program staff, support of local school systems, and competing programs offered by other initiatives continue to impact program implementation. However, it is important to emphasize that an increasing number of young people are being given guidance to develop mature and healthy relationships, as well as to develop responsible decision-making skills and effective communication skills with peers and parents. An emphasis on male responsibility, premarital sexual abstinence and comprehensive sex education is incorporated in the programming. Young people became involved and were exposed to positive sexual health information.

A series of community forums was held during the summer of 2007. Those forums offered recommendations for future teen pregnancy prevention efforts, including involving parents who often feel “out of the loop” and involving schools and community wide forums more, as part of macro-level prevention efforts.

The focus on evaluation during SFY 07 laid the groundwork for discussion and review of further outcome measures. Major emphasis will be placed on the program evaluation process during SFY 08. Each TPPI site has been given the guidance and assistance needed to develop solid evaluation plans to help them accomplish their goals. VDH will continue to work closely with each site to address decreases in participation and to determine why program participants are not receiving 75% or more of the program content. This focus on program evaluation will continue to include an overview of local evaluation instruments to improve validity and consistency in all sites.

The annual sexual health evaluation conference was held in October of 2007. New key personnel were introduced and stakeholders openly expressed their desire to continue current teen pregnancy prevention efforts.

## Conclusion

The VIEW program continued to show success in moving TANF recipients into employment. Monthly wages and the hourly wage rate continue to increase, due in large part to a new programmatic emphasis placed on improving job retention and wage advancement.

TANF was originally authorized by Congress through September 30, 2002. Reauthorization of TANF was included in the Deficit Reduction Act of 2005 and new regulations took effect on October 1, 2006. The legislation included several directives that complicate reaching the required work participation rate. A number of changes to address these directives have taken effect since the implementation of the new federal regulations. The changes include:

- Eliminating the VIEW exemption for pregnancy;
- Eliminating the VIEW exemption for non-parents that receive assistance;
- Changing the VIEW exemption for caring for a child less than 18 month to caring for a child less than 12 months;
- Expanding the definition of work activities to include all of the categories allowed by the federal regulations; and
- Implementing a work incentive payment for people exiting VIEW with employment of 30 or more hours per week.

With limited TANF funds and the new requirements for work participation, Virginia faces a major challenge. However, DSS, in tandem with its partners, the local departments of social services, continues to seek opportunities to build upon past successes and create new opportunities to develop a more effective and efficient service delivery system

# Appendix A

## Study Mandates

### Code of Virginia

§ 63.2-619. (Effective October 1, 2002) 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.

### 2008 Appropriation Act, Item 349

Department of Social Services (765)

349 (language only)

1. It is hereby acknowledged that as of June 30, 2007 there existed with the federal government an unexpended balance of \$19,914,919 in federal Temporary Assistance for Needy Families (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 spending levels and appropriations in this act, the Commonwealth's accumulated balance for authorized federal TANF block grant funds is estimated at \$15,750,273 on June 30, 2008; \$8,085,987 on June 30, 2009; and \$8,085,987 on June 30, 2010.

2. DSS shall report annually on October 1 to the Governor, the Secretary of Health and Human Resources, the Chairmen of the House Appropriations and Senate Finance Committees, and the Director, 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 § 63.2-619, *Code of Virginia*.

# Appendix B

Locality Specific VIP/VIEW

Outcome Measures

July 1, 2006 – June 30, 2007



## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 - SFY 07  
Statewide**

<u>FIPS LOCALITY</u>	Column A TANF PARTICIPANTS SANCTIONED FOR FAILURE TO PARTICIPATE IN	Column B NUMBER OF CASES RECEIVING DIVERSIONARY ASSISTANCE	Column C PERCENT NOT RETURNING TO TANF AFTER PERIOD OF INELIGIBILITY
<b>Statewide</b>	<b>6,271</b>	<b>2,500</b>	<b>83%</b>
027 BUCHANAN	36	0	NA
051 DICKENSON	15	4	75%
105 LEE	52	0	NA
167 RUSSELL	97	0	NA
169 SCOTT	13	8	50%
185 TAZEWELL	113	5	60%
195 WISE	122	1	100%
720 NORTON	0	1	100%
<b>EDD 1</b>	<b>448</b>	<b>19</b>	<b>63%</b>
021 BLAND	4	1	100%
035 CARROLL	24	3	100%
077 GRAYSON	23	0	NA
173 SMYTH	44	4	100%
191 WASHINGTON	36	1	100%
197 WYTHE	18	36	83%
520 BRISTOL	30	25	60%
640 GALAX	13	2	100%
<b>EDD2</b>	<b>192</b>	<b>72</b>	<b>78%</b>
005 ALLEGHANY/COV	0	21	71%
023 BOTETOURT	3	0	NA
045 CRAIG	2	0	NA
063 FLOYD	9	8	75%
067 FRANKLIN CO.	53	23	78%
071 GILES	13	0	NA
121 MONTGOMERY	101	35	86%
155 PULASKI	82	13	92%
161 ROANOKE CO.	44	106	79%
560 CLIFTON FORGE	-	-	NA
750 RADFORD	32	0	NA
770 ROANOKE	340	155	74%
<b>EDD 3</b>	<b>679</b>	<b>361</b>	<b>77%</b>
015 AUGUSTA	110	59	80%
017 BATH	1	1	100%
091 HIGHLAND	0	2	100%
163 ROCKBRIDGE/LEX/BV	11	7	100%
165 ROCKINGHAM	17	59	83%
660 HARRISONBURG	21	44	89%
790 STAUNTON	74	42	76%
820 WAYNESBORO	62	12	83%
<b>EDD 4</b>	<b>296</b>	<b>226</b>	<b>83%</b>
043 CLARKE	2	6	67%
069 FREDERICK CO.	15	40	83%
139 PAGE	32	29	83%
171 SHENANDOAH	0	49	96%
187 WARREN	17	23	78%
840 WINCHESTER	25	32	81%
<b>EDD 5</b>	<b>91</b>	<b>179</b>	<b>85%</b>
013 ARLINGTON	36	0	NA
059 FAIRFAX CO/CI/F.C	132	27	85%
107 LOUDOUN	15	14	93%
153 PRINCE WILLIAM	164	26	92%
510 ALEXANDRIA	91	7	86%
683 MANASSAS	23	13	77%
685 MANASSAS PARK	0	8	50%
<b>EDD 6</b>	<b>461</b>	<b>95</b>	<b>84%</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 - SFY 07  
Statewide**

<u>FIPS LOCALITY</u>	Column A TANF PARTICIPANTS SANCTIONED FOR FAILURE TO PARTICIPATE IN	Column B NUMBER OF CASES RECEIVING DIVERSIONARY ASSISTANCE	Column C PERCENT NOT RETURNING TO TANF AFTER PERIOD OF INELIGIBILITY
<b>Statewide</b>	<b>6,271</b>	<b>2,500</b>	<b>83%</b>
047 CULPEPER	42	5	100%
061 FAUQUIER	11	20	80%
113 MADISON	5	1	0%
137 ORANGE	10	9	89%
157 RAPPAHANNOCK	1	1	100%
<b>EDD 7</b>	<b>69</b>	<b>36</b>	<b>83%</b>
003 ALBEMARLE	13	31	90%
065 FLUVANNA	2	1	100%
079 GREENE	9	10	90%
109 LOUISA	19	2	100%
125 NELSON	9	3	33%
540 CHARLOTTESVILLE	98	68	82%
<b>EDD 8</b>	<b>150</b>	<b>115</b>	<b>84%</b>
009 AMHERST	14	1	100%
011 APPOMATTOX	18	1	100%
019 BEDFORD CO./CITY	40	30	77%
031 CAMPBELL	8	11	55%
680 LYNCHBURG	143	7	100%
<b>EDD 9</b>	<b>223</b>	<b>50</b>	<b>76%</b>
083 HALIFAX	76	3	67%
089 HENRY	73	32	75%
141 PATRICK	49	25	76%
143 PITTSYLVANIA	82	53	87%
590 DANVILLE	266	9	100%
690 MARTINSVILLE	37	26	65%
<b>EDD 10</b>	<b>583</b>	<b>148</b>	<b>79%</b>
007 AMELIA	11	8	100%
025 BRUNSWICK	38	6	83%
029 BUCKINGHAM	3	29	90%
037 CHARLOTTE	18	1	0%
049 CUMBERLAND	9	12	92%
081 GREENSVILLE/EMP	17	0	NA
111 LUNENBURG	1	10	80%
117 MECKLENBURG	27	6	67%
135 NOTTOWAY	3	0	NA
147 PRINCE EDWARD	52	0	NA
<b>EDD 11</b>	<b>179</b>	<b>72</b>	<b>86%</b>
041 CHESTERFIELD/C.H.	189	105	90%
075 GOOCHLAND	9	0	NA
085 HANOVER	11	3	67%
087 HENRICO	146	62	82%
145 POWHATAN	4	0	NA
760 RICHMOND	310	20	80%
<b>EDD 12</b>	<b>669</b>	<b>190</b>	<b>86%</b>
033 CAROLINE	42	19	74%
099 KING GEORGE	10	0	NA
177 SPOTSYLVANIA	24	67	82%
179 STAFFORD	16	50	82%
630 FREDERICKSBURG	30	22	77%
<b>EDD 13</b>	<b>122</b>	<b>158</b>	<b>80%</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 - SFY 07  
Statewide**

<u>FIPS LOCALITY</u>	Column A	Column B	Column C
	TANF PARTICIPANTS SANCTIONED FOR FAILURE TO PARTICIPATE IN	NUMBER OF CASES RECEIVING DIVERSIONARY ASSISTANCE	PERCENT NOT RETURNING TO TANF AFTER PERIOD OF INELIGIBILITY
<b>Statewide</b>	<b>6,271</b>	<b>2,500</b>	<b>83%</b>
057 ESSEX	20	0	NA
097 KING & QUEEN	7	5	80%
101 KING WILLIAM	10	0	NA
103 LANCASTER	7	0	NA
115 MATHEWS	0	10	100%
119 MIDDLESEX	10	4	100%
133 NORTHUMBERLAND	22	0	NA
159 RICHMOND CO.	8	2	100%
193 WESTMORELAND	27	1	100%
<b>EDD 14</b>	<b>111</b>	<b>22</b>	<b>95%</b>
036 CHARLES CITY	5	0	NA
073 GLOUCESTER	11	8	100%
095 JAMES CITY	18	2	50%
127 NEW KENT	1	0	NA
199 YORK/POQUOSON	29	12	83%
650 HAMPTON	203	95	86%
700 NEWPORT NEWS	298	203	84%
830 WILLIAMSBURG	6	0	NA
<b>EDD 15</b>	<b>571</b>	<b>320</b>	<b>85%</b>
053 DINWIDDIE	32	8	100%
149 PRINCE GEORGE	23	1	100%
181 SURRY	5	3	33%
183 SUSSEX	22	0	NA
670 HOPEWELL	13	31	90%
730 PETERSBURG	94	2	100%
<b>EDD 16</b>	<b>189</b>	<b>45</b>	<b>89%</b>
093 ISLE OF WIGHT	17	6	100%
175 SOUTHAMPTON	30	0	NA
550 CHESAPEAKE	156	35	80%
620 FRANKLIN	25	8	63%
710 NORFOLK	395	189	85%
740 PORTSMOUTH	210	8	88%
800 SUFFOLK	84	67	91%
810 VIRGINIA BEACH	248	79	90%
<b>EDD 17</b>	<b>1,165</b>	<b>392</b>	<b>86%</b>
001 ACCOMACK	56	0	NA
131 NORTHAMPTON	17	0	NA
<b>EDD 18</b>	<b>73</b>	<b>0</b>	<b>NA</b>

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 2 - SFY 07  
Statewide**

		Column A	Column B	Column C	Column D	Column E
<u>FIPS</u>	<u>LOCALITY</u>	<u>NUMBER VIEW PARTICIPANTS</u>	<u>NUMBER VIEW EMPLOYED IN UNSUBSIDIZED WORK</u>	<u>PERCENT PARTICIPANTS UNSUBSIDIZED WORK</u>	<u>AVERAGE HOURS PER WEEK</u>	<u>AVERAGE HOURLY RATES</u>
	<b>Statewide</b>	<b>30,352</b>	<b>22,255</b>	<b>73%</b>	<b>33.1</b>	<b>\$7.55</b>
027	BUCHANAN	155	90	58%	32.9	\$6.05
051	DICKENSON	104	74	71%	33.4	\$7.00
105	LEE	307	229	75%	33.1	\$5.91
167	RUSSELL	261	170	65%	33.1	\$6.52
169	SCOTT	179	131	73%	33.2	\$6.37
185	TAZEWELL	353	246	70%	33.9	\$6.52
195	WISE	417	288	69%	33.8	\$6.42
720	NORTON	61	48	79%	33.1	\$6.57
	<b>EDD 1</b>	<b>1,837</b>	<b>1,276</b>	<b>69%</b>	<b>33.4</b>	<b>\$6.37</b>
021	BLAND	15	10	67%	33.9	\$6.94
035	CARROLL	149	106	71%	33.1	\$6.49
077	GRAYSON	60	35	58%	32.3	\$7.30
173	SMYTH	177	113	64%	34.2	\$6.40
191	WASHINGTON	178	133	75%	33.1	\$6.67
197	WYTHE	155	123	79%	32.5	\$6.96
520	BRISTOL	316	223	71%	34.0	\$6.56
640	GALAX	91	68	75%	33.7	\$6.40
	<b>EDD2</b>	<b>1,141</b>	<b>811</b>	<b>71%</b>	<b>33.4</b>	<b>\$6.63</b>
005	ALLEGHANY/COV.	168	124	74%	29.9	\$7.29
023	BOTETOURT	25	19	76%	30.9	\$7.27
045	CRAIG	5	4	80%	40.0	\$8.80
063	FLOYD	37	26	70%	31.7	\$7.16
067	FRANKLIN CO.	160	96	60%	33.5	\$7.01
071	GILES	47	35	74%	33.7	\$6.58
121	MONTGOMERY	428	369	86%	33.4	\$7.13
155	PULASKI	201	142	71%	34.4	\$7.01
161	ROANOKE CO.	258	204	79%	34.6	\$7.51
750	RADFORD	108	86	80%	32.7	\$7.44
770	ROANOKE	974	701	72%	33.5	\$7.34
	<b>EDD 3</b>	<b>2,411</b>	<b>1,806</b>	<b>75%</b>	<b>33.4</b>	<b>\$7.26</b>
015	AUGUSTA	252	167	66%	33.4	\$7.42
017	BATH	8	3	38%	31.7	\$6.67
091	HIGHLAND	NA	NA	NA	NA	NA
163	ROCKBRIDGE/B.V./LEX	61	47	77%	30.7	\$7.21
165	ROCKINGHAM	133	98	74%	33.7	\$7.87
660	HARRISONBURG	184	143	78%	33.8	\$7.62
790	STAUNTON	190	151	79%	33.9	\$7.13
820	WAYNESBORO	148	107	72%	33.3	\$7.72
	<b>EDD 4</b>	<b>976</b>	<b>716</b>	<b>73%</b>	<b>33.4</b>	<b>\$7.49</b>
043	CLARKE	9	9	100%	30.5	\$7.28
069	FREDERICK CO.	86	62	72%	32.0	\$8.15
139	PAGE	78	60	77%	35.8	\$8.43
171	SHENANDOAH	5	1	20%	40.0	\$7.75
187	WARREN	101	77	76%	34.8	\$8.09
840	WINCHESTER	107	71	66%	32.2	\$7.67
	<b>EDD 5</b>	<b>386</b>	<b>280</b>	<b>73%</b>	<b>33.6</b>	<b>\$8.04</b>
013	ARLINGTON	182	134	74%	33.6	\$9.90
059	FAIRFAX CO./CITY/F.C	1,014	688	68%	33.5	\$9.81
107	LOUDOUN	299	246	82%	33.2	\$10.33
153	PRINCE WILLIAM	1,083	850	78%	34.1	\$9.78
510	ALEXANDRIA	345	244	71%	31.9	\$9.56
683	MANASSAS	115	79	69%	33.7	\$8.57
685	MANASSAS PARK	28	20	71%	36.6	\$8.55
	<b>EDD 6</b>	<b>3,066</b>	<b>2,261</b>	<b>74%</b>	<b>33.6</b>	<b>\$9.78</b>

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 2 - SFY 07  
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u>  <b>NUMBER VIEW PARTICIPANTS</b>	<u>Column B</u>  <b>NUMBER VIEW EMPLOYED IN UNSUBSIDIZED WORK</b>	<u>Column C</u>  <b>PERCENT PARTICIPANTS UNSUBSIDIZED WORK</b>	<u>Column D</u>  <b>AVERAGE HOURS PER WEEK</b>	<u>Column E</u>  <b>AVERAGE HOURLY RATES</b>
	<b>Statewide</b>	<b>30,352</b>	<b>22,255</b>	<b>73%</b>	<b>33.1</b>	<b>\$7.55</b>
047	CULPEPER	117	71	61%	32.8	\$8.19
061	FAUQUIER	85	71	84%	34.6	\$9.35
113	MADISON	23	13	57%	32.5	\$8.01
137	ORANGE	62	51	82%	32.5	\$8.17
157	RAPPAHANNOCK	4	3	75%	34.0	\$9.17
	<b>EDD 7</b>	<b>291</b>	<b>209</b>	<b>72%</b>	<b>33.4</b>	<b>\$8.58</b>
003	ALBEMARLE	99	83	84%	34.0	\$8.74
065	FLUVANNA	18	15	83%	37.5	\$7.65
079	GREENE	62	50	81%	30.4	\$7.60
109	LOUISA	95	74	78%	32.8	\$7.39
125	NELSON	29	17	59%	35.4	\$8.06
540	CHARLOTTESVILLE	325	264	81%	32.8	\$7.88
	<b>EDD 8</b>	<b>628</b>	<b>503</b>	<b>80%</b>	<b>33.0</b>	<b>\$7.92</b>
009	AMHERST	72	56	78%	33.3	\$7.56
011	APPOMATTOX	80	59	74%	34.7	\$6.82
019	BEDFORD CO./CITY	206	147	71%	33.4	\$7.08
031	CAMPBELL	283	207	73%	33.8	\$7.23
680	LYNCHBURG	534	401	75%	32.1	\$6.94
	<b>EDD 9</b>	<b>1,175</b>	<b>870</b>	<b>74%</b>	<b>33.0</b>	<b>\$7.06</b>
083	HALIFAX	255	167	65%	32.6	\$6.62
089	HENRY	304	202	66%	33.8	\$6.78
141	PATRICK	203	148	73%	32.8	\$6.37
143	PITTSYLVANIA	215	117	54%	35.4	\$6.82
590	DANVILLE	577	366	63%	31.4	\$6.56
690	MARTINSVILLE	152	112	74%	34.0	\$6.95
	<b>EDD 10</b>	<b>1,706</b>	<b>1,112</b>	<b>65%</b>	<b>32.9</b>	<b>\$6.65</b>
007	AMELIA	41	28	68%	33.9	\$6.98
025	BRUNSWICK	145	88	61%	32.2	\$6.37
029	BUCKINGHAM	90	49	54%	34.2	\$6.99
037	CHARLOTTE	61	42	69%	34.2	\$7.04
049	CUMBERLAND	38	23	61%	34.8	\$8.01
081	GREENSVILLE/EMPORIA	162	108	67%	29.6	\$6.50
111	LUNENBURG	30	13	43%	32.7	\$5.86
117	MECKLENBURG	163	118	72%	32.4	\$6.16
135	NOTTOWAY	146	112	77%	34.1	\$6.90
147	PRINCE EDWARD	167	128	77%	34.3	\$6.95
	<b>EDD 11</b>	<b>1,043</b>	<b>709</b>	<b>68%</b>	<b>32.9</b>	<b>\$6.69</b>
041	CHESTERFIELD/C.H.	807	597	74%	34.0	\$8.15
075	GOOCHLAND	24	14	58%	30.0	\$7.41
085	HANOVER	133	93	70%	31.8	\$8.87
087	HENRICO	1,046	736	70%	33.5	\$8.15
145	POWHATAN	31	13	42%	30.1	\$6.60
760	RICHMOND	2,568	1,790	70%	33.1	\$7.49
	<b>EDD 12</b>	<b>4,609</b>	<b>3,243</b>	<b>70%</b>	<b>33.3</b>	<b>\$7.80</b>
033	CAROLINE	100	64	64%	30.4	\$8.06
099	KING GEORGE	32	27	84%	32.6	\$7.40
177	SPOTSYLVANIA	252	195	77%	32.8	\$8.20
179	STAFFORD	179	138	77%	34.1	\$8.56
630	FREDERICKSBURG	170	141	83%	32.7	\$8.30
	<b>EDD 13</b>	<b>733</b>	<b>565</b>	<b>77%</b>	<b>32.8</b>	<b>\$8.26</b>

**VIRGINIA INDEPENDENCE PROGRAM  
OUTCOME MEASURES**

**Table 2 - SFY 07  
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>NUMBER VIEW PARTICIPANTS</u>	<u>NUMBER VIEW EMPLOYED IN UNSUBSIDIZED WORK</u>	<u>PERCENT PARTICIPANTS UNSUBSIDIZED WORK</u>	<u>AVERAGE HOURS PER WEEK</u>	<u>AVERAGE HOURLY RATES</u>
	<b>Statewide</b>	<b>30,352</b>	<b>22,255</b>	<b>73%</b>	<b>33.1</b>	<b>\$7.55</b>
057	ESSEX	46	36	78%	28.2	\$7.22
097	KING & QUEEN	19	13	68%	30.2	\$7.46
101	KING WILLIAM	30	20	67%	35.5	\$7.63
103	LANCASTER	30	22	73%	30.0	\$7.08
115	MATHEWS	17	9	53%	33.3	\$7.28
119	MIDDLESEX	42	34	81%	32.0	\$7.53
133	NORTHUMBERLAND	28	19	68%	32.4	\$6.70
159	RICHMOND CO.	37	27	73%	34.6	\$6.82
193	WESTMORELAND	83	54	65%	32.8	\$7.20
	<b>EDD 14</b>	<b>332</b>	<b>234</b>	<b>70%</b>	<b>32.0</b>	<b>\$7.21</b>
036	CHARLES CITY	24	15	63%	30.6	\$6.53
073	GLOUCESTER	100	77	77%	32.0	\$7.54
095	JAMES CITY	81	66	81%	30.8	\$7.40
127	NEW KENT	24	14	58%	33.6	\$8.80
199	YORK/POQUOSON	83	61	73%	32.1	\$7.28
650	HAMPTON	1,007	764	76%	32.8	\$7.41
700	NEWPORT NEWS	1,530	1,173	77%	33.2	\$7.26
830	WILLIAMSBURG	29	21	72%	35.4	\$8.38
	<b>EDD 15</b>	<b>2,878</b>	<b>2,191</b>	<b>76%</b>	<b>32.9</b>	<b>\$7.34</b>
053	DINWIDDIE	119	98	82%	35.0	\$7.72
149	PRINCE GEORGE	66	42	64%	32.5	\$7.48
181	SURRY	33	26	79%	31.7	\$7.85
183	SUSSEX	105	83	79%	34.0	\$7.22
670	HOPEWELL	280	232	83%	33.4	\$7.07
730	PETERSBURG	439	334	76%	33.3	\$7.40
	<b>EDD 16</b>	<b>1,042</b>	<b>815</b>	<b>78%</b>	<b>33.5</b>	<b>\$7.34</b>
093	ISLE OF WIGHT	101	79	78%	34.0	\$7.25
175	SOUTHAMPTON	112	82	73%	29.2	\$6.79
550	CHESAPEAKE	934	739	79%	32.7	\$7.37
620	FRANKLIN	94	71	76%	31.7	\$6.61
710	NORFOLK	2,045	1,613	79%	32.5	\$7.26
740	PORTSMOUTH	1,169	879	75%	33.6	\$7.20
800	SUFFOLK	421	341	81%	32.4	\$7.19
810	VIRGINIA BEACH	982	704	72%	33.3	\$7.62
	<b>EDD 17</b>	<b>5,858</b>	<b>4,508</b>	<b>77%</b>	<b>32.8</b>	<b>\$7.30</b>
001	ACCOMACK	128	75	59%	33.7	\$7.02
131	NORTHAMPTON	112	71	63%	33.6	\$6.78
	<b>EDD 18</b>	<b>240</b>	<b>146</b>	<b>61%</b>	<b>#VALUE!</b>	<b>#VALUE!</b>

# VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 3 - SFY 07  
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							
<b>Statewide</b>	<b>30,352</b>	<b>2,201</b>	<b>7%</b>	<b>22,255</b>	<b>6,437</b>	<b>29%</b>	<b>\$1,123</b>
027 BUCHANAN	155	9	6%	90	17	19%	\$995
051 DICKENSON	104	6	6%	74	19	26%	\$1,248
105 LEE	307	4	1%	229	63	28%	\$801
167 RUSSELL	261	18	7%	170	36	21%	\$1,061
169 SCOTT	179	0	0%	131	43	33%	\$890
185 TAZEVELL	353	12	3%	246	68	28%	\$955
195 WISE	417	17	4%	288	68	24%	\$961
720 NORTON	61	3	5%	48	10	21%	\$860
<b>EDD 1</b>	<b>1,837</b>	<b>69</b>	<b>4%</b>	<b>1,276</b>	<b>324</b>	<b>25%</b>	<b>\$946</b>
021 BLAND	15	0	0%	10	7	70%	\$993
035 CARROLL	149	0	0%	106	36	34%	\$881
077 GRAYSON	60	4	7%	35	8	23%	\$1,098
173 SMYTH	177	10	6%	113	29	26%	\$1,002
191 WASHINGTON	178	3	2%	133	33	25%	\$896
197 WYTHE	155	10	6%	123	45	37%	\$1,099
520 BRISTOL	316	12	4%	223	64	29%	\$976
640 GALAX	91	3	3%	68	19	28%	\$933
<b>EDD2</b>	<b>1,141</b>	<b>42</b>	<b>4%</b>	<b>811</b>	<b>241</b>	<b>30%</b>	<b>\$978</b>
005 ALLEGHANY/COV.	168	0	0%	124	40	32%	\$1,093
023 BOTETOURT	25	0	0%	19	6	32%	\$1,084
045 CRAIG	5	0	0%	4	2	50%	\$1,308
063 FLOYD	37	7	19%	26	10	38%	\$910
067 FRANKLIN CO.	160	0	0%	96	17	18%	\$1,246
071 GILES	47	8	17%	35	14	40%	\$809
121 MONTGOMERY	428	26	6%	369	90	24%	\$1,019
155 PULASKI	201	4	2%	142	33	23%	\$1,160
161 ROANOKE CO.	258	3	1%	204	52	25%	\$1,262
750 RADFORD	108	8	7%	86	18	21%	\$1,084
770 ROANOKE	974	34	3%	701	187	27%	\$1,123
<b>EDD 3</b>	<b>2,411</b>	<b>90</b>	<b>4%</b>	<b>1,806</b>	<b>469</b>	<b>26%</b>	<b>\$1,108</b>
015 AUGUSTA	252	4	2%	167	50	30%	\$1,052
017 BATH	8	1	13%	3	2	67%	\$890
091 HIGHLAND	0	0	NA	0	0	NA	\$0
163 ROCKBRIDGE/B.V./LEX	61	2	3%	47	17	36%	\$975
165 ROCKINGHAM	133	1	1%	98	34	35%	\$1,269
660 HARRISONBURG	184	4	2%	143	49	34%	\$1,078
790 STAUNTON	190	4	2%	151	40	26%	\$1,011
820 WAYNESBORO	148	2	1%	107	26	24%	\$1,083
<b>EDD 4</b>	<b>976</b>	<b>18</b>	<b>2%</b>	<b>716</b>	<b>218</b>	<b>30%</b>	<b>\$1,080</b>
043 CLARKE	9	0	0%	9	1	11%	\$669
069 FREDERICK CO.	86	3	3%	62	8	13%	\$1,083
139 PAGE	78	11	14%	60	16	27%	\$1,478
171 SHENANDOAH	5	0	0%	1	0	0%	\$0
187 WARREN	101	5	5%	77	24	31%	\$1,330
840 WINCHESTER	107	14	13%	71	25	35%	\$1,174
<b>EDD 5</b>	<b>386</b>	<b>33</b>	<b>9%</b>	<b>280</b>	<b>74</b>	<b>26%</b>	<b>\$1,274</b>
013 ARLINGTON	182	28	15%	134	48	36%	\$1,373
059 FAIRFAX CO./CITY/F.C	1,014	286	28%	688	198	29%	\$1,436
107 LOUDOUN	299	16	5%	246	70	28%	\$1,512
153 PRINCE WILLIAM	1,083	105	10%	850	238	28%	\$1,507
510 ALEXANDRIA	345	59	17%	244	58	24%	\$1,378
683 MANASSAS	115	8	7%	79	24	30%	\$1,369
685 MANASSAS PARK	28	0	0%	20	7	35%	\$1,211
<b>EDD 6</b>	<b>3,066</b>	<b>502</b>	<b>16%</b>	<b>2,261</b>	<b>643</b>	<b>28%</b>	<b>\$1,456</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 3 - SFY 07  
Statewide**

FIPS LOCALITY	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
<b>Statewide</b>	<b>30,352</b>	<b>2,201</b>	<b>7%</b>	<b>22,255</b>	<b>6,437</b>	<b>29%</b>	<b>\$1,123</b>
047 CULPEPER	117	19	16%	71	17	24%	\$1,252
061 FAUQUIER	85	3	4%	71	22	31%	\$1,461
113 MADISON	23	0	0%	13	4	31%	\$1,014
137 ORANGE	62	2	3%	51	17	33%	\$1,224
157 RAPPAHANNOCK	4	1	25%	3	1	33%	\$1,403
<b>EDD 7</b>	<b>291</b>	<b>25</b>	<b>9%</b>	<b>209</b>	<b>61</b>	<b>29%</b>	<b>\$1,307</b>
003 ALBEMARLE	99	1	1%	83	30	36%	\$1,190
065 FLUVANNA	18	0	0%	15	5	33%	\$1,322
079 GREENE	62	0	0%	50	11	22%	\$796
109 LOUISA	95	6	6%	74	28	38%	\$1,082
125 NELSON	29	0	0%	17	5	29%	\$996
540 CHARLOTTESVILLE	325	28	9%	264	73	28%	\$1,119
<b>EDD 8</b>	<b>628</b>	<b>35</b>	<b>6%</b>	<b>503</b>	<b>152</b>	<b>30%</b>	<b>\$1,105</b>
009 AMHERST	72	1	1%	56	16	29%	\$1,386
011 APPOMATTOX	80	0	0%	59	14	24%	\$884
019 BEDFORD CO./CITY	206	6	3%	147	38	26%	\$1,054
031 CAMPBELL	283	0	0%	207	79	38%	\$1,093
680 LYNCHBURG	534	19	4%	401	101	25%	\$954
<b>EDD 9</b>	<b>1,175</b>	<b>26</b>	<b>2%</b>	<b>870</b>	<b>248</b>	<b>29%</b>	<b>\$1,037</b>
083 HALIFAX	255	49	19%	167	36	22%	\$926
089 HENRY	304	74	24%	202	54	27%	\$935
141 PATRICK	203	19	9%	148	60	41%	\$984
143 PITTSYLVANIA	215	30	14%	117	31	26%	\$1,011
590 DANVILLE	577	90	16%	366	102	28%	\$899
690 MARTINSVILLE	152	32	21%	112	30	27%	\$932
<b>EDD 10</b>	<b>1,706</b>	<b>294</b>	<b>17%</b>	<b>1,112</b>	<b>313</b>	<b>28%</b>	<b>\$939</b>
007 AMELIA	41	0	0%	28	15	54%	\$1,103
025 BRUNSWICK	145	9	6%	88	23	26%	\$922
029 BUCKINGHAM	90	6	7%	49	18	37%	\$1,107
037 CHARLOTTE	61	0	0%	42	13	31%	\$1,183
049 CUMBERLAND	38	0	0%	23	4	17%	\$1,783
081 GREENSVILLE/EMP	162	2	1%	108	20	19%	\$816
111 LUNENBURG	30	0	0%	13	6	46%	\$856
117 MECKLENBURG	163	4	2%	118	30	25%	\$883
135 NOTTOWAY	146	1	1%	112	35	31%	\$1,145
147 PRINCE EDWARD	167	2	1%	128	32	25%	\$1,124
<b>EDD 11</b>	<b>1,043</b>	<b>24</b>	<b>2%</b>	<b>709</b>	<b>196</b>	<b>28%</b>	<b>\$1,042</b>
041 CHESTERFIELD/C.H.	807	53	7%	597	162	27%	\$1,183
075 GOOCHLAND	24	0	0%	14	4	29%	\$879
085 HANOVER	133	0	0%	93	26	28%	\$1,377
087 HENRICO	1,046	40	4%	736	220	30%	\$1,245
145 POWHATAN	31	0	0%	13	4	31%	\$910
760 RICHMOND	2,568	270	11%	1,790	500	28%	\$1,125
<b>EDD 12</b>	<b>4,609</b>	<b>363</b>	<b>8%</b>	<b>3,243</b>	<b>916</b>	<b>28%</b>	<b>\$1,170</b>
033 CAROLINE	100	0	0%	64	21	33%	\$1,062
099 KING GEORGE	32	1	3%	27	10	37%	\$975
177 SPOTSYLVANIA	252	5	2%	195	63	32%	\$1,184
179 STAFFORD	179	0	0%	138	50	36%	\$1,212
630 FREDERICKSBURG	170	11	6%	141	44	31%	\$1,242
<b>EDD 13</b>	<b>733</b>	<b>17</b>	<b>2%</b>	<b>565</b>	<b>188</b>	<b>33%</b>	<b>\$1,180</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 3 - SFY 07  
Statewide**

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
<u>FIPS LOCALITY</u>	<u>NUMBER VIEW PARTICIPANTS</u>	<u>NUMBER OF VIEW CWEP PARTICIPANTS</u>	<u>PERCENT OF VIEW PARTICIPANTS IN CWEP</u>	<u>NUMBER VIEW EMPLOYED IN UNSUBSIDIZED WORK</u>	<u>VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT</u>	<u>PERCENT VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT</u>	<u>AVERAGE MONTHLY WAGES VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT</u>
<b>Statewide</b>	<b>30,352</b>	<b>2,201</b>	<b>7%</b>	<b>22,255</b>	<b>6,437</b>	<b>29%</b>	<b>\$1,123</b>
057 ESSEX	46	0	0%	36	6	17%	\$947
097 KING & QUEEN	19	0	0%	13	2	15%	\$725
101 KING WILLIAM	30	0	0%	20	6	30%	\$1,321
103 LANCASTER	30	5	17%	22	4	18%	\$1,199
115 MATHEWS	17	0	0%	9	3	33%	\$1,363
119 MIDDLESEX	42	0	0%	34	11	32%	\$1,090
133 NORTHUMBERLAND	28	0	0%	19	5	26%	\$966
159 RICHMOND CO.	37	1	3%	27	8	30%	\$1,091
193 WESTMORELAND	83	0	0%	54	17	31%	\$1,164
<b>EDD 14</b>	<b>332</b>	<b>6</b>	<b>2%</b>	<b>234</b>	<b>62</b>	<b>26%</b>	<b>\$1,117</b>
036 CHARLES CITY	24	0	0%	15	2	13%	\$1,610
073 GLOUCESTER	100	6	6%	77	19	25%	\$1,146
095 JAMES CITY	81	1	1%	66	22	33%	\$1,016
127 NEW KENT	24	0	0%	14	8	57%	\$932
199 YORK/POQUOSON	83	9	11%	61	15	25%	\$1,011
650 HAMPTON	1,007	44	4%	764	244	32%	\$1,065
700 NEWPORT NEWS	1,530	127	8%	1,173	346	29%	\$1,044
830 WILLIAMSBURG	29	1	3%	21	8	38%	\$1,402
<b>EDD 15</b>	<b>2,878</b>	<b>188</b>	<b>7%</b>	<b>2,191</b>	<b>664</b>	<b>30%</b>	<b>\$1,057</b>
053 DINWIDDIE	119	1	1%	98	32	33%	\$1,236
149 PRINCE GEORGE	66	0	0%	42	13	31%	\$1,187
181 SURRY	33	2	6%	26	10	38%	\$1,198
183 SUSSEX	105	11	10%	83	21	25%	\$1,184
670 HOPEWELL	280	5	2%	232	72	31%	\$1,005
730 PETERSBURG	439	19	4%	334	96	29%	\$1,140
<b>EDD 16</b>	<b>1,042</b>	<b>38</b>	<b>4%</b>	<b>815</b>	<b>244</b>	<b>30%</b>	<b>\$1,121</b>
093 ISLE OF WIGHT	101	4	4%	79	26	33%	\$1,030
175 SOUTHAMPTON	112	4	4%	82	20	24%	\$1,048
550 CHESAPEAKE	934	70	7%	739	235	32%	\$1,052
620 FRANKLIN	94	1	1%	71	22	31%	\$1,090
710 NORFOLK	2,045	270	13%	1,613	523	32%	\$1,088
740 PORTSMOUTH	1,169	38	3%	879	237	27%	\$1,160
800 SUFFOLK	421	22	5%	341	110	32%	\$1,052
810 VIRGINIA BEACH	982	13	1%	704	213	30%	\$1,129
<b>EDD 17</b>	<b>5,858</b>	<b>422</b>	<b>7%</b>	<b>4,508</b>	<b>1,386</b>	<b>31%</b>	<b>\$1,096</b>
001 ACCOMACK	128	7	5%	75	18	24%	\$1,088
131 NORTHAMPTON	112	2	2%	71	20	28%	\$958
<b>EDD 18</b>	<b>240</b>	<b>9</b>	<b>4%</b>	<b>146</b>	<b>38</b>	<b>26%</b>	<b>\$1,020</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 4 - SFY 96 - SFY 07  
Statewide**

<u>FIPS LOCALITY</u>	Column A Number VIEW Participants Closed With Employment <u>1<sup>st</sup> 138 months</u>	Column B Number in Column A Who Retained Employment <u>6+ MONTHS</u>	Column C Percent Who Retained Employment <u>6 + months</u>	Column D Number Who Closed With Employment <u>1<sup>st</sup> 132 months</u>	Column E Number in Column D Who Stayed Off TANF <u>for 12 months</u>	Column F Percent Who Stayed Off TANF <u>for 12 months</u>
<b>Statewide</b>	<b>55,673</b>	<b>34,643</b>	<b>62%</b>	<b>53,147</b>	<b>48,335</b>	<b>91%</b>
027 BUCHANAN	283	176	62%	276	245	89%
051 DICKENSON	214	124	58%	207	185	89%
105 LEE	504	290	58%	482	460	95%
167 RUSSELL	483	336	70%	475	455	96%
169 SCOTT	271	173	64%	252	240	95%
185 TAZEWELL	705	442	63%	682	661	97%
195 WISE	767	461	60%	745	714	96%
720 NORTON	106	77	73%	105	102	97%
<b>EDD 1</b>	<b>3,333</b>	<b>2,079</b>	<b>62%</b>	<b>3,224</b>	<b>3,062</b>	<b>95%</b>
021 BLAND	57	26	46%	52	46	88%
035 CARROLL	273	106	39%	259	220	85%
077 GRAYSON	141	71	50%	140	114	81%
173 SMYTH	375	237	63%	360	292	81%
191 WASHINGTON	315	176	56%	304	246	81%
197 WYTHE	333	165	50%	319	251	79%
520 BRISTOL	495	246	50%	471	406	86%
640 GALAX	133	80	60%	127	99	78%
<b>EDD2</b>	<b>2,122</b>	<b>1,107</b>	<b>52%</b>	<b>2,032</b>	<b>1,674</b>	<b>82%</b>
005 ALLEGHANY/COV.	263	117	44%	248	228	92%
023 BOTETOURT	37	18	49%	33	26	79%
045 CRAIG	4	2	50%	4	3	75%
063 FLOYD	94	38	40%	92	87	95%
067 FRANKLIN CO.	275	159	58%	269	264	98%
071 GILES	67	34	51%	63	61	97%
121 MONTGOMERY	581	368	63%	548	519	95%
155 PULASKI	272	139	51%	260	247	95%
161 ROANOKE CO.	386	226	59%	365	356	98%
750 RADFORD	111	53	48%	104	98	94%
770 ROANOKE	1,329	781	59%	1,244	1,198	96%
<b>EDD 3</b>	<b>3,419</b>	<b>1,935</b>	<b>57%</b>	<b>3,230</b>	<b>3,087</b>	<b>96%</b>
015 AUGUSTA	319	164	51%	293	274	94%
017 BATH	10	5	50%	10	9	90%
091 HIGHLAND	3	1	33%	3	1	33%
163 ROCKBRIDGE/B.V./LEX	168	93	55%	163	149	91%
165 ROCKINGHAM	263	160	61%	250	231	92%
660 HARRISONBURG	327	170	52%	306	286	93%
790 STAUNTON	255	157	62%	243	222	91%
820 WAYNESBORO	201	132	66%	194	167	86%
<b>EDD 4</b>	<b>1,546</b>	<b>882</b>	<b>57%</b>	<b>1,462</b>	<b>1,339</b>	<b>92%</b>
043 CLARKE	32	17	53%	31	27	87%
069 FREDERICK CO.	119	73	61%	116	92	79%
139 PAGE	154	81	53%	148	127	86%
171 SHENANDOAH	132	60	45%	132	108	82%
187 WARREN	237	158	67%	232	205	88%
840 WINCHESTER	227	115	51%	219	176	80%
<b>EDD 5</b>	<b>901</b>	<b>504</b>	<b>56%</b>	<b>878</b>	<b>735</b>	<b>84%</b>
013 ARLINGTON	884	669	76%	861	765	89%
059 FAIRFAX CO./CITY/F.C	2,904	1,806	62%	2,822	2,468	87%
107 LOUDOUN	630	436	69%	599	515	86%
153 PRINCE WILLIAM	2,762	1,810	66%	2,659	2,330	88%
510 ALEXANDRIA	1,027	761	74%	1,004	819	82%
683 MANASSAS	296	187	63%	282	246	87%
685 MANASSAS PARK	101	71	70%	101	75	74%
<b>EDD 6</b>	<b>8,604</b>	<b>5,740</b>	<b>67%</b>	<b>8,328</b>	<b>7,218</b>	<b>87%</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 4 - SFY 96 - SFY 07  
Statewide**

<u>FIPS LOCALITY</u>	Column A Number VIEW Participants Closed With Employment <u>1<sup>st</sup> 138 months</u>	Column B Number in Column A Who Retained Employment <u>6+ MONTHS</u>	Column C Percent Who Retained Employment <u>6 + months</u>	Column D Number Who Closed With Employment <u>1<sup>st</sup> 132 months</u>	Column E Number in Column D Who Stayed Off TANF <u>for 12 months</u>	Column F Percent Who Stayed Off TANF <u>for 12 months</u>
<b>Statewide</b>	<b>55,673</b>	<b>34,643</b>	<b>62%</b>	<b>53,147</b>	<b>48,335</b>	<b>91%</b>
047 CULPEPER	281	195	69%	277	231	83%
061 FAUQUIER	248	153	62%	239	202	85%
113 MADISON	79	31	39%	79	67	85%
137 ORANGE	187	90	48%	179	149	83%
157 RAPPAHANNOCK	24	8	33%	24	20	83%
<b>EDD 7</b>	<b>819</b>	<b>477</b>	<b>58%</b>	<b>798</b>	<b>669</b>	<b>84%</b>
003 ALBEMARLE	246	150	61%	231	210	91%
065 FLUVANNA	32	21	66%	29	26	90%
079 GREENE	84	53	63%	82	74	90%
109 LOUISA	135	92	68%	128	116	91%
125 NELSON	35	14	40%	32	28	88%
540 CHARLOTTESVILLE	727	504	69%	694	659	95%
<b>EDD 8</b>	<b>1,259</b>	<b>834</b>	<b>66%</b>	<b>1,196</b>	<b>1,113</b>	<b>93%</b>
009 AMHERST	182	112	62%	176	163	93%
011 APPOMATTOX	182	99	54%	176	153	87%
019 BEDFORD CO./CITY	399	207	52%	381	328	86%
031 CAMPBELL	524	359	69%	487	436	90%
680 LYNCHBURG	935	564	60%	903	786	87%
<b>EDD 9</b>	<b>2,222</b>	<b>1,341</b>	<b>60%</b>	<b>2,123</b>	<b>1,866</b>	<b>88%</b>
083 HALIFAX	360	220	61%	345	286	83%
089 HENRY	372	200	54%	355	288	81%
141 PATRICK	293	237	81%	275	241	88%
143 PITTSYLVANIA	337	193	57%	325	266	82%
590 DANVILLE	878	542	62%	847	716	85%
690 MARTINSVILLE	205	105	51%	190	155	82%
<b>EDD 10</b>	<b>2,445</b>	<b>1,497</b>	<b>61%</b>	<b>2,337</b>	<b>1,952</b>	<b>84%</b>
007 AMELIA	64	43	67%	61	53	87%
025 BRUNSWICK	203	125	62%	193	162	84%
029 BUCKINGHAM	141	94	67%	138	120	87%
037 CHARLOTTE	83	42	51%	76	68	89%
049 CUMBERLAND	54	33	61%	51	47	92%
081 GREENSVILLE/EMP	118	69	58%	106	96	91%
111 LUNENBURG	49	23	47%	45	42	93%
117 MECKLENBURG	202	106	52%	190	179	94%
135 NOTTOWAY	162	97	60%	151	137	91%
147 PRINCE EDWARD	199	147	74%	190	179	94%
<b>EDD 11</b>	<b>1,275</b>	<b>779</b>	<b>61%</b>	<b>1,201</b>	<b>1,083</b>	<b>90%</b>
041 CHESTERFIELD/C.H.	1,390	1,003	72%	1,328	1,184	89%
075 GOOCHLAND	47	32	68%	45	38	84%
085 HANOVER	190	116	61%	179	160	89%
087 HENRICO	1,597	1,069	67%	1,514	1,347	89%
145 POWHATAN	43	21	49%	42	34	81%
760 RICHMOND	4,548	3,108	68%	4,351	3,980	91%
<b>EDD 12</b>	<b>7,815</b>	<b>5,349</b>	<b>68%</b>	<b>7,459</b>	<b>6,743</b>	<b>90%</b>
033 CAROLINE	165	84	51%	158	138	87%
099 KING GEORGE	91	45	49%	83	76	92%
177 SPOTSYLVANIA	378	250	66%	359	336	94%
179 STAFFORD	249	176	71%	228	200	88%
630 FREDERICKSBURG	316	198	63%	303	278	92%
<b>EDD 13</b>	<b>1,199</b>	<b>753</b>	<b>63%</b>	<b>1,131</b>	<b>1,028</b>	<b>91%</b>

## VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 4 - SFY 96 - SFY 07  
Statewide**

<u>FIPS LOCALITY</u>	Column A	Column B	Column C	Column D	Column E	Column F
	Number VIEW Participants Closed With Employment <u>1<sup>st</sup> 138 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>1<sup>st</sup> 132 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>
<b>Statewide</b>	<b>55,673</b>	<b>34,643</b>	<b>62%</b>	<b>53,147</b>	<b>48,335</b>	<b>91%</b>
057 ESSEX	81	43	53%	77	67	87%
097 KING & QUEEN	38	16	42%	38	33	87%
101 KING WILLIAM	41	25	61%	40	39	98%
103 LANCASTER	79	46	58%	78	75	96%
115 MATHEWS	19	8	42%	18	16	89%
119 MIDDLESEX	76	53	70%	74	64	86%
133 NORTHUMBERLAND	57	28	49%	55	50	91%
159 RICHMOND CO.	32	10	31%	27	22	81%
193 WESTMORELAND	122	62	51%	113	101	89%
<b>EDD 14</b>	<b>545</b>	<b>291</b>	<b>53%</b>	<b>520</b>	<b>467</b>	<b>90%</b>
036 CHARLES CITY	16	6	38%	16	13	81%
073 GLOUCESTER	175	130	74%	171	162	95%
095 JAMES CITY	201	108	54%	191	178	93%
127 NEW KENT	52	39	75%	48	47	98%
199 YORK/POQUOSON	130	81	62%	125	120	96%
650 HAMPTON	1,910	1,014	53%	1,808	1,733	96%
700 NEWPORT NEWS	2,600	1,633	63%	2,456	2,377	97%
830 WILLIAMSBURG	55	32	58%	51	48	94%
<b>EDD 15</b>	<b>5,139</b>	<b>3,043</b>	<b>59%</b>	<b>4,866</b>	<b>4,678</b>	<b>96%</b>
053 DINWIDDIE	227	128	56%	213	183	86%
149 PRINCE GEORGE	118	66	56%	115	104	90%
181 SURRY	70	38	54%	65	58	89%
183 SUSSEX	134	85	63%	126	113	90%
670 HOPEWELL	523	302	58%	493	430	87%
730 PETERSBURG	852	510	60%	809	724	89%
<b>EDD 16</b>	<b>1,924</b>	<b>1,129</b>	<b>59%</b>	<b>1,821</b>	<b>1,612</b>	<b>89%</b>
093 ISLE OF WIGHT	210	135	64%	201	190	95%
175 SOUTHAMPTON	149	106	71%	145	135	93%
550 CHESAPEAKE	1,668	949	57%	1,581	1,512	96%
620 FRANKLIN	156	105	67%	150	143	95%
710 NORFOLK	3,444	2,045	59%	3,246	3,089	95%
740 PORTSMOUTH	1,875	1,190	63%	1,777	1,704	96%
800 SUFFOLK	811	492	61%	757	717	95%
810 VIRGINIA BEACH	2,356	1,563	66%	2,261	2,164	96%
<b>EDD 17</b>	<b>10,669</b>	<b>6,585</b>	<b>62%</b>	<b>10,118</b>	<b>9,654</b>	<b>95%</b>
001 ACCOMACK	230	152	66%	223	191	86%
131 NORTHAMPTON	207	166	80%	200	164	82%
<b>EDD 18</b>	<b>437</b>	<b>318</b>	<b>73%</b>	<b>423</b>	<b>355</b>	<b>84%</b>