



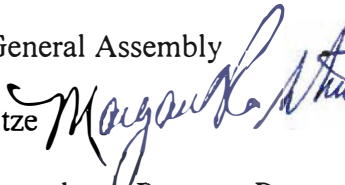
COMMONWEALTH of VIRGINIA
DEPARTMENT OF SOCIAL SERVICES
Office of the Commissioner

Margaret Ross Schultze
COMMISSIONER

October 1, 2015

MEMORANDUM

TO: The Honorable Terence R. McAuliffe
Governor of Virginia
Members, Virginia General Assembly

FROM: Margaret Ross Schultze 

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. If you have questions or need additional information concerning this report, please contact me at (804) 726-7012.

MRS:kc

Attachment

**A report of the
Department of Social Services
Commonwealth of Virginia**

Report on the Virginia Independence Program

October 2015

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Executive Summary

The federal Temporary Assistance for Needy Families (TANF) block grant funds a host of important and effective programs throughout the Commonwealth including the Virginia Independence Program (VIP). The 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 1997.

When VIP was implemented in July of 1995, the monthly TANF caseload was 70,797. The caseload initially fell rapidly until after June 1998, when the rate of decline slowed. Nevertheless, wide community involvement, a strong economy, and the effect of the 24 month rule allowed the caseload to continue to fall until it was near the 30,000 level. More recently, due to economic conditions, caseloads increased from 2008 through 2010. By 2012, the caseload began to decrease again to around 25,000 by June 2014. Of the 220,477 TANF recipients enrolled in VIEW since 1995, 139,960 found employment and joined the work force by June of 2014. This caseload decline contributed to a net savings in federal and state funds of over \$1 billion. Contributing to the savings is the fact that TANF payments were last increased in July 2000.

The “Great Recession” had a negative impact on both the size of the TANF caseload and the number of employed TANF recipients. While the economy has recovered and improved overall, the impact continues to be felt by those receiving TANF. The impact was felt particularly in Virginia, as the share of low-skill employment fell by 28.3% from 2007– 2011, the second largest reduction in the nation (The Urban Institute, 2011). The percentage of participants in unsubsidized employment and the hours worked per week has fallen since 2008. Monthly wages have remained about the same.

Annual Report on the Virginia Independence Program

October 2015

Report Mandate

The Code of Virginia (Code) requires a report on activities for the Virginia Independence Program (VIP) funded with the Temporary Assistance for Needy Families Block (TANF) Grant (Appendix A):

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. The Department shall publish the outcome criteria to be included in the annual report. [Appendix A contains a copy of this legislation.]

Virginia Independence Program Background

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 in establishing paternity, ensure regular school attendance by their children, and immunize their children. TANF participants who do not meet these requirements are sanctioned. VIP eligibility policies also cap benefits for children born more than 10 months after initial TANF assistance is authorized.

VIP eligibility policies are instrumental in focusing TANF participants on personal responsibility. The majority of participants (63%) has complied with VIP policies and has not been 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 of 1995 and ending in October of 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;**
- **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.**

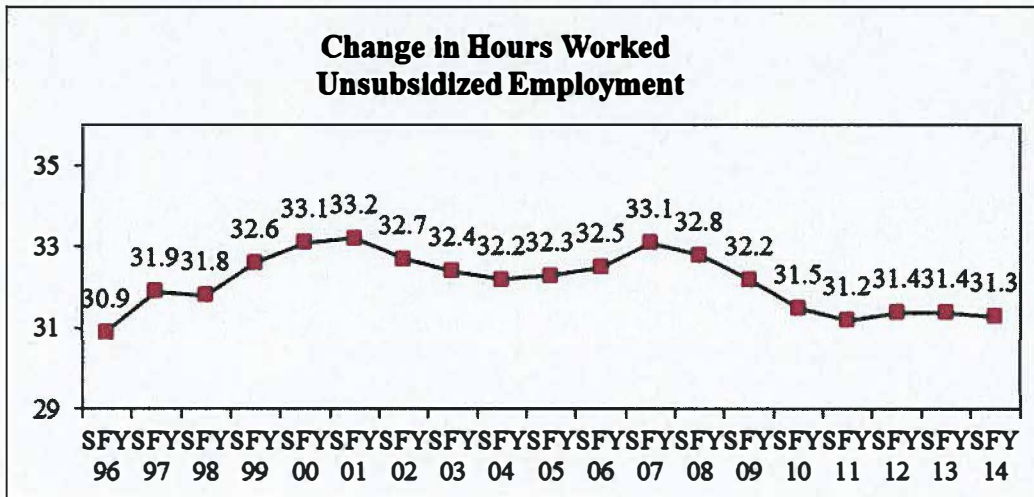
Although the waivers expired on July 1, 2003, Virginia, by using the flexibility in the federal regulations governing the block grant, has continued to operate the program as originally designed with the exception that all adult recipients of TANF, not just those participating in VIEW, are subject to the federal 60-month lifetime limit. In addition, changes were implemented in October of 2006 to help the Commonwealth meet the federal participation rate as required by the Deficit Reduction Act of 2005 (Pub. L. No. 109-171).

Since VIP was implemented in July of 1995, the TANF caseload has dropped from 70,403 to approximately 25,000 in June 2014, a 64% decrease. Of the 220,477 TANF recipients enrolled in VIEW since 1995, over 139,960 found employment and joined the work force by June of 2014. This caseload decline contributed to a net savings in federal and state funds of over \$1 billion.

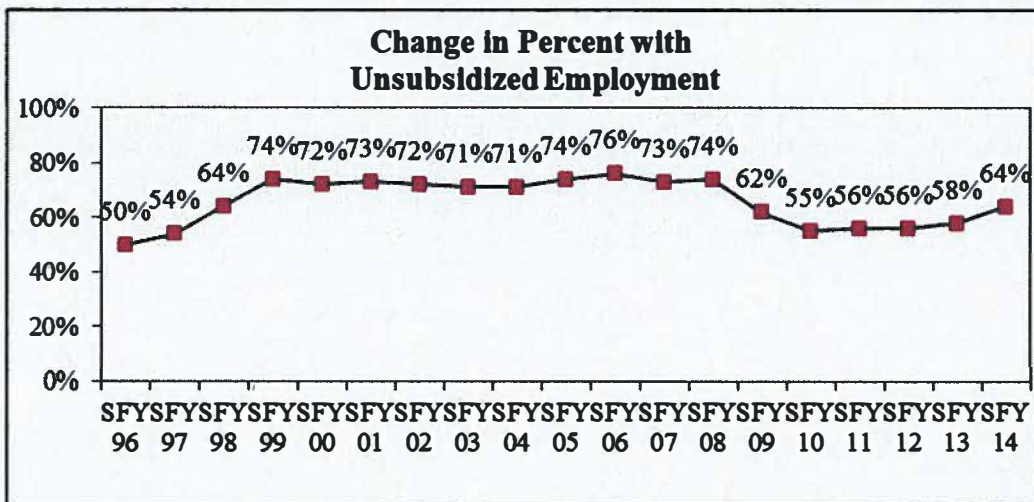
Outcome Measures

The outcome measures cover employment, earnings, program sanctions and supportive services. Outcome measures for the 19 state fiscal years show the following changes from 1996 through 2014.

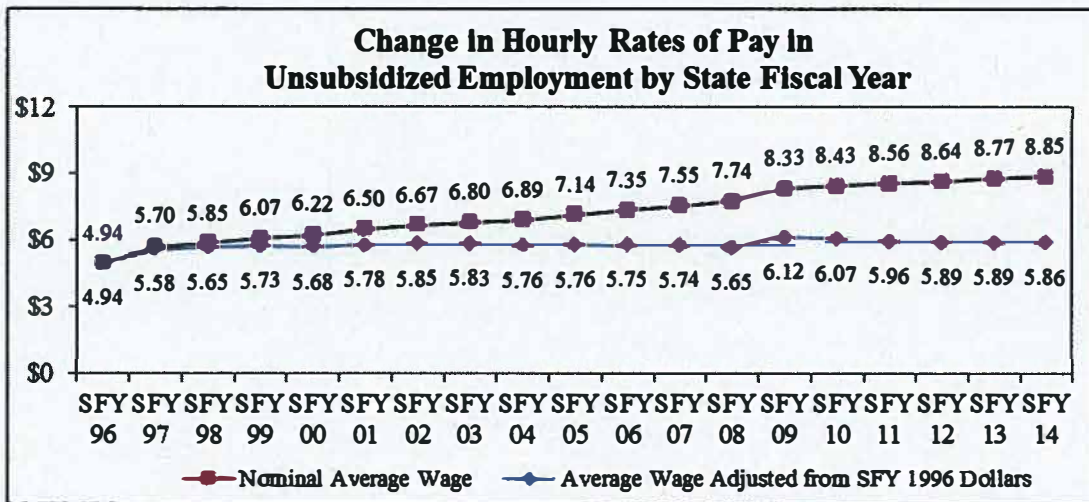
- The average number of hours worked per week in unsubsidized employment rose from 30.9 in SFY 96 to a high of 33.2 in SFY 01 before beginning to fall. The average number of hours rose to 33.1 hours in SFY 2007 before falling again. In SFY 14, the hours worked per week were 31.3.



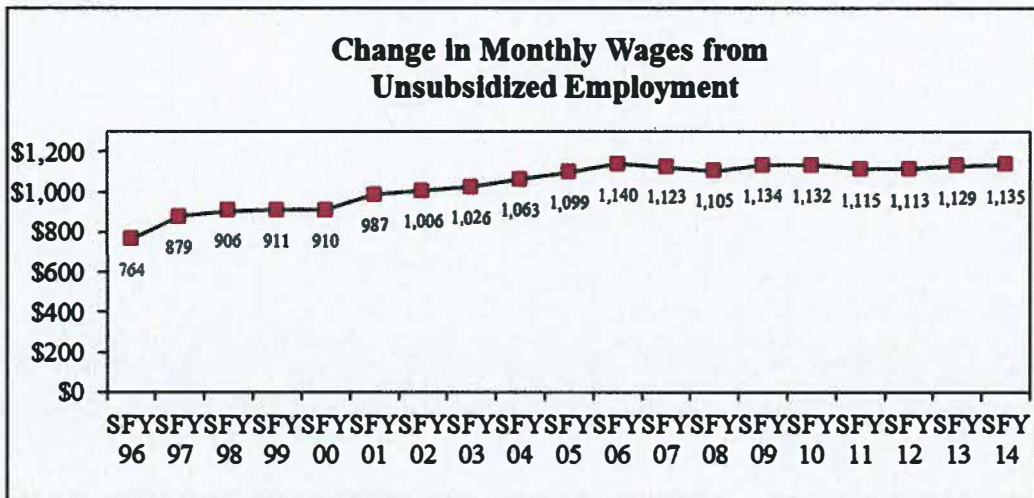
- The percent of VIEW participants who worked in unsubsidized employment rose from 50% in SFY 96 to a high of 76% in 2006. In SFY 14, VIEW participants in unsubsidized employment dropped to 64%.



- Average hourly wages earned by VIEW participants increased from \$4.94 in SFY 96 to a high of \$8.85 in SFY 14. Average hourly wages increased slightly in real terms even after adjusting the yearly nominal average hourly wage using the Consumer Price Index for Wages from June 1996.



- Average monthly earnings for VIEW participants who left TANF with unsubsidized employment increased from \$764 in SFY 96 to a high of \$1,140 in SFY 2006. In SFY 14, the average monthly earnings were \$1,135.



Key findings for SFY 14 are as follow:

- About 23% of VIEW cases left TANF with unsubsidized employment;
- The average rate of pay rose to \$8.85 per hour;
- Transportation and other supportive services totaling \$13.2 million in expenditures were provided to VIEW participants.

For all 19 program years, SFY 96 to SFY 14, the following are key findings:

- At least 56% of employed VIEW participants retained employment for at least six months beyond the closure of their TANF cases;
- About 85% of the participants who left TANF with employment did not return to TANF within 12 months; and
- Transportation and other supportive services totaling \$210 million in expenditures were provided to VIEW participants.

The outcome measures for VIP are reported in tables one through four in Appendix C. Tables one through three cover both statewide and locality specific data for SFY 2014. Table four covers statewide and locality specific data for the full 19 years of program implementation because these variables require elapsed time. A statewide summary of the outcome measures for SFY 14 and the 19 program years are given below. Unless otherwise specified, totals are unduplicated by client for the stated time periods.

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

During SFY 14, 1,547 cases received Diversionary Assistance payments. From SFY 96 to SFY 14, 38,707 cases received Diversionary Assistance payments. (Diversionary Assistance is available to persons applying for TANF because they have a temporary loss of income. If they are eligible for TANF, they can opt to receive a one-time Diversionary Assistance payment instead of becoming dependent on TANF.)

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

During SFY 14, of the 1,547 cases that received Diversionary Assistance payments, 88% did not become TANF cases after the period of ineligibility. Since SFY 96, 38,707 cases have received Diversionary Assistance payments. Of these cases, 25,927, or 67%, 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 14, 29,141 TANF recipients enrolled in VIEW. Of these, 18,628, or 64%, were employed in unsubsidized jobs. From SFY 96 through SFY 14, 220,477 TANF recipients enrolled in VIEW. Of these, 139,960, or 63%, were employed in unsubsidized jobs.

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

On average, the 18,628 VIEW enrollees employed in unsubsidized jobs during SFY 14 worked 31.3 hours per week. On average, the 139,960 VIEW enrollees employed in

unsubsidized jobs from SFY 96 through SFY 14 worked 32.2 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 \$8.85 for the 18,628 VIEW enrollees employed in unsubsidized jobs during SFY 14. Hourly rates of pay averaged \$ 7.72 for the 139,960 VIEW enrollees employed in unsubsidized jobs from SFY 96 through SFY 14. (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) or the Public Service Program (PSP). (Table 3, Columns A, B, and C)**

During SFY 14, of the 29,141 TANF recipients who enrolled in VIEW, 6,063 or 21% participated in CWEP or PSP. From SFY 96 through SFY 14, of the 220,477 TANF recipients who enrolled in VIEW, 53,418, or 24%, participated in CWEP or PSP. (The Public Service Program component was added effective October 2006.)

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

During SFY 14, 4,359 or 23%, of the 18,628 VIEW-employed participants had employment when they closed their case. From SFY 96 through SFY 14, 77,757 or 55%, of the 139,960 VIEW employed participants had employment when their case was closed. (Employment is based on information reported to caseworkers and recorded in the Employment Services Program Automated System (ESPAS). 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 \$1,135 for VIEW participants who left TANF with employment during SFY 14. Monthly wages averaged \$1,055 for VIEW participants who left TANF with employment from SFY 96 through SFY 14. (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 216 months of the VIP/VIEW program, 76,988 VIEW participants left TANF with unsubsidized employment. Of those, 42,853, or 56%, retained employment for at least six months. (This measure requires at least six months elapsed time before the end of the state fiscal year. This group includes individuals with employment on or after

July 1, 1995 and on or before December 31, 2013.)

- **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 210 months of the VIP/VIEW program, 75,470 VIEW participants left TANF with unsubsidized employment. Of those, 64,079, or 85%, did not return to TANF within 12 months. (This measure requires at least twelve months elapsed time after leaving TANF. This group includes individuals with employment on or after July 1, 1995 and on or before June 30, 2013.)

- **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 19 years following VIEW implementation was \$87.2 million for transportation and \$122 million for other supportive services.

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

For SFY 14, 7,811 TANF clients referred to VIEW were sanctioned for failure to participate in VIEW. From SFY 96 through SFY 14, 81,776 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.)

Conclusion

TANF was originally authorized by Congress through September 30, 2002. Reauthorization of TANF was included in the Deficit Reduction Act of 2005 (Pub. L. No. 109-171) and new regulations took effect on October 1, 2006. The Commonwealth instituted a number of changes aimed at increasing the number of TANF recipients participating in employment and training activities. Changes due to reauthorization were fully implemented and resulted in increasing the Commonwealth's TANF work participation rate from 28% in September of 2006 to 43% by June of 2014. However, the recession that started in December of 2007 had a negative impact on the size of the TANF caseload, the number of TANF recipients that were employed, and the number of hours worked per week. Monthly wages have remained about the same. While the economy has recovered and improved overall, the impact continues to be felt by those receiving TANF. The lingering impacts of the recession continue to present challenges.

Appendix A

Locality Specific VIP/VIEW

Outcome Measures

July 1, 2013 – June 30, 2014

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 1 - SFY 14
Statewide**

<u>FIPS LOCALITY</u>	<u>Column A</u> NUMBER OF TANF PARTICIPANTS SANCTIONED FOR FAILURE TO PARTICIPATE IN VIEW	<u>Column B</u> NUMBER OF CASES RECEIVING DIVERSIONARY ASSISTANCE	<u>Column C</u> PERCENT NOT RETURNING TO TANF AFTER PERIOD OF INELIGIBILITY
Statewide	7,811	1,547	88%
027 BUCHANAN	53	na	na
051 DICKENSON	28	5	40%
105 LEE	99	na	na
167 RUSSELL	70	na	na
169 SCOTT	43	1	100%
185 TAZEWELL	77	na	na
195 WISE	143	na	na
720 NORTON	6	na	na
EDD 1	517	8	50%
021 BLAND	2	na	na
035 CARROLL	49	na	na
077 GRAYSON	18	1	100%
173 SMYTH	82	4	100%
191 WASHINGTON	47	1	100%
197 WYTHE	44	1	100%
520 BRISTOL	96	37	78%
640 GALAX	12	na	na
EDD2	360	44	82%
005 ALLEGHANY/COV	43	8	100%
023 BOTETOURT	9	1	0%
045 CRAIG	na	na	na
063 FLOYD	10	3	100%
067 FRANKLIN CO.	64	9	89%
071 GILES	12	na	na
121 MONTGOMERY	84	4	100%
155 PULASKI	70	1	100%
161 ROANOKE CO.	42	38	95%
560 CLIFTON FORGE	na	na	na
750 RADFORD	36	na	na
770 ROANOKE	456	72	81%
EDD 3	828	138	
015 AUGUSTA	88	12	83%
017 BATH	1	1	100%
091 HIGHLAND	na	na	na
163 ROCKBRIDGE/LEX/BV	11	2	100%
165 ROCKINGHAM	21	6	100%
680 HARRISONBURG	38	5	80%
790 STAUNTON	73	9	89%
820 WAYNESBORO	58	8	100%
EDD 4	288	43	91%
043 CLARKE	2	2	100%
069 FREDERICK CO.	40	14	93%
139 PAGE	30	1	100%
171 SHENANDOAH	10	88	95%
187 WARREN	24	41	93%
840 WINCHESTER	32	16	94%
EDD 5	138	182	94%
013 ARLINGTON	38	na	na
059 FAIRFAX CO/C1/F.C	189	20	90%
107 LOUDOUN	31	16	75%
153 PRINCE WILLIAM	250	10	100%
510 ALEXANDRIA	88	na	na
683 MANASSAS	28	na	na
685 MANASSAS PARK	18	na	na
EDD 6	642	46	87%

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 - SFY 14
Statewide**

<u>FIPS LOCALITY</u>	<u>Column A</u>	<u>Column B</u>	<u>Column C</u>
	NUMBER OF TANF PARTICIPANTS SANCTIONED FOR FAILURE TO PARTICIPATE IN VIEW	NUMBER OF CASES RECEIVING DIVERSIONARY ASSISTANCE	PERCENT NOT RETURNING TO TANF AFTER PERIOD OF INELIGIBILITY
Statewide	7,811	1,547	88%
047 CULPEPER	57	31	90%
061 FAUQUIER	15	19	95%
113 MADISON	12	4	100%
137 ORANGE	11	8	100%
157 RAPPAHANNOCK EDD 7	4 99	na 62	na 94%
003 ALBEMARLE	30	9	100%
065 FLUVANNA	12	2	100%
079 GREENE	15	26	77%
109 LOUISA	23	11	100%
125 NELSON	12	3	67%
540 CHARLOTTESVILLE EDD 8	54 146	31 82	90% 88%
009 AMHERST	14	3	100%
011 APPOMATTOX	17	7	71%
019 BEDFORD CO./CITY	34	12	83%
031 CAMPBELL	21	3	100%
680 LYNCHBURG EDD 9	178 262	24 49	100% 92%
083 HALIFAX	63	2	100%
089 HENRY	59	18	83%
141 PATRICK	22	10	60%
143 PITTSYLVANIA	47	11	91%
590 DANVILLE	132	2	100%
690 MARTINSVILLE EDD 10	45 368	9 62	67% 79%
007 AMELIA	13	2	100%
025 BRUNSWICK	44	1	100%
029 BUCKINGHAM	28	18	89%
037 CHARLOTTE	20	na	na
049 CUMBERLAND	11	1	100%
081 GREENSVILLE/EMP	44	na	na
111 LUNENBURG	22	5	80%
117 MECKLENBURG	55	4	75%
135 NOTTOWAY	44	5	100%
147 PRINCE EDWARD EDD 11	34 315	na 36	na 89%
041 CHESTERFIELD/C.H.	228	59	92%
075 GOOCHLAND	2	1	100%
085 HANOVER	13	15	67%
087 HENRICO	239	28	89%
145 POWHATAN	13	na	na
780 RICHMOND EDD 12	442 935	30 133	83% 88%
033 CAROLINE	50	2	100%
099 KING GEORGE	22	4	100%
177 SPOTSYLVANIA	91	56	91%
179 STAFFORD	67	10	100%
630 FREDERICKSBURG EDD 13	56 286	6 78	67% 91%

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 1 - SFY 14
Statewide**

<u>FIPS LOCALITY</u>	<u>Column A</u> <u>NUMBER OF TANF</u> <u>PARTICIPANTS</u> <u>SANCTIONED FOR</u> <u>FAILURE TO</u> <u>PARTICIPATE IN</u> <u>VIEW</u>	<u>Column B</u> <u>NUMBER OF</u> <u>CASES</u> <u>RECEIVING</u> <u>DIVERSIONARY</u> <u>ASSISTANCE</u>	<u>Column C</u> <u>PERCENT NOT</u> <u>RETURNING TO</u> <u>TANF AFTER</u> <u>PERIOD OF</u> <u>INELIGIBILITY</u>
Statewide	7,811	1,647	88%
057 ESSEX	28	na	na
097 KING & QUEEN	2	3	87%
101 KING WILLIAM	15	4	75%
103 LANCASTER	14	1	100%
115 MATHEWS	2	3	100%
119 MIDDLESEX	29	na	na
133 NORTHUMBERLAND	9	na	na
159 RICHMOND CO.	3	na	na
193 WESTMORELAND	17	7	100%
EDD 14	119	18	89%
036 CHARLES CITY	na	na	na
073 GLOUCESTER	23	10	90%
095 JAMES CITY	30	3	100%
127 NEW KENT	7	1	100%
199 YORK/POQUOSON	18	10	100%
650 HAMPTON	227	88	88%
700 NEWPORT NEWS	469	166	89%
830 WILLIAMSBURG	9	na	na
EDD 15	783	278	89%
053 DINWIDDIE	37	8	75%
149 PRINCE GEORGE	16	2	50%
181 SURRY	5	3	100%
183 SUSSEX	20	1	100%
670 HOPEWELL	48	50	88%
730 PETERSBURG	136	16	88%
EDD 18	282	80	88%
093 ISLE OF WIGHT	43	4	100%
175 SOUTHAMPTON	15	na	na
550 CHESAPEAKE	201	22	77%
620 FRANKLIN	49	13	77%
710 NORFOLK	498	68	90%
740 PORTSMOUTH	181	12	100%
800 SUFFOLK	124	83	90%
810 VIRGINIA BEACH	277	40	83%
EDD 17	1,388	242	88%
001 ACCOMACK	70	na	na
131 NORTHAMPTON	17	na	na
EDD 18	87	0	na

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 2 - SFY 14
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u> <u>NUMBER</u> <u>VIEW</u> <u>PARTICIPANTS</u>	<u>Column B</u> <u>NUMBER VIEW</u> <u>EMPLOYED IN</u> <u>UNSUBSIDIZED</u> <u>WORK</u>	<u>Column C</u> <u>PERCENT</u> <u>PARTICIPANTS</u> <u>UNSUBSIDIZED</u> <u>WORK</u>	<u>Column D</u> <u>AVERAGE</u> <u>HOURS</u> <u>PER WEEK</u>	<u>Column E</u> <u>AVERAGE</u> <u>HOURLY</u> <u>RATES</u>
	Statewide	29,141	18,628	64%	31.3	\$8.86
027	BUCHANAN	125	70	56%	28.9	\$8.23
051	DICKENSON	59	36	81%	33.8	\$8.10
105	LEE	294	185	83%	30.0	\$8.08
187	RUSSELL	193	89	48%	30.7	\$8.25
169	SCOTT	153	104	88%	30.9	\$7.98
185	TAZEWELL	213	131	82%	32.7	\$8.05
195	WISE	332	192	58%	32.2	\$8.16
720	NORTON	48	32	70%	30.2	\$7.94
	EDD 1	1,416	839	69%	31.2	\$8.11
021	BLAND	10	5	50%	36.0	\$10.85
035	CARROLL	102	67	66%	32.9	\$7.89
077	GRAYSON	31	18	58%	33.5	\$7.75
173	SMYTH	204	132	85%	33.4	\$8.30
191	WASHINGTON	167	97	58%	28.6	\$8.11
197	WYTHE	90	60	67%	33.3	\$8.03
520	BRISTOL	320	185	58%	29.6	\$8.01
640	GALAX	48	33	69%	29.3	\$7.81
	EDD2	972	697	61%	31.2	\$8.08
005	ALLEGHANY/COV.	105	67	64%	30.4	\$8.97
023	BOTETOURT	28	13	46%	33.2	\$9.38
045	CRAIG	9	5	56%	34.2	\$8.24
063	FLOYD	45	25	56%	33.5	\$8.90
067	FRANKLIN CO.	213	123	58%	31.5	\$8.74
071	GILES	40	22	55%	31.2	\$7.98
121	MONTGOMERY	291	227	78%	33.5	\$8.57
155	PULASKI	138	84	61%	33.7	\$8.40
181	ROANOKE CO.	244	163	67%	32.2	\$8.91
750	RADFORD	82	51	62%	29.5	\$7.96
770	ROANOKE	1,012	618	61%	32.2	\$8.48
	EDD 3	2,207	1,398	63%	32.3	\$6.67
015	AUGUSTA	190	128	67%	32.1	\$8.32
017	BATH	2	1	50%	35.0	\$7.25
091	HIGHLAND	na	na	na	na	na
163	ROCKBRIDGE/B.V./LEX	58	45	78%	29.8	\$8.56
165	ROCKINGHAM	118	87	74%	34.7	\$9.23
660	HARRISONBURG	223	186	83%	35.1	\$9.11
790	STAUNTON	178	137	77%	33.2	\$8.61
820	WAYNESBORO	137	93	68%	31.8	\$8.74
	EDD 4	906	677	76%	33.3	\$8.79
043	CLARKE	7	4	57%	33.6	\$10.00
069	FREDERICK CO.	114	81	71%	32.5	\$9.25
139	PAGE	69	44	64%	33.4	\$8.87
171	SHENANDOAH	48	31	65%	33.0	\$9.05
187	WARREN	119	82	69%	32.9	\$8.34
840	WINCHESTER	97	68	70%	31.2	\$8.56
	EDD 5	464	310	68%	32.6	\$8.79
013	ARLINGTON	209	145	69%	30.4	\$10.53
059	FAIRFAX CO./CITY/F.C	1,311	861	66%	31.5	\$10.64
107	LOUDOUN	309	214	69%	32.0	\$11.82
153	PRINCE WILLIAM	1,100	739	67%	32.2	\$10.24
510	ALEXANDRIA	395	229	58%	31.1	\$10.04
683	MANASSAS	114	79	69%	34.2	\$9.93
685	MANASSAS PARK	33	16	48%	30.0	\$10.84
	EDD 6	3,471	2,283	66%	31.7	\$10.63

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 2 - SFY 14
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u> <u>NUMBER</u> <u>VIEW</u> <u>PARTICIPANTS</u>	<u>Column B</u> <u>NUMBER VIEW</u> <u>EMPLOYED IN</u> <u>UNSUBSIDIZED</u> <u>WORK</u>	<u>Column C</u> <u>PERCENT</u> <u>PARTICIPANTS</u> <u>UNSUBSIDIZED</u> <u>WORK</u>	<u>Column D</u> <u>AVERAGE</u> <u>HOURS</u> <u>PER WEEK</u>	<u>Column E</u> <u>AVERAGE</u> <u>HOURLY</u> <u>RATES</u>
	Statewide	29,141	18,628	64%	31.3	\$8.86
047	CULPEPER	167	118	71%	32.0	\$9.15
061	FAUQUIER	81	61	75%	32.6	\$9.48
113	MADISON	25	12	48%	28.8	\$8.46
137	ORANGE	63	41	65%	31.2	\$9.06
157	RAPPAHANNOCK	11	6	55%	34.7	\$10.08
	EDD 7	347	238	69%	31.9	\$9.21
003	ALBEMARLE	154	110	71%	32.6	\$9.29
065	FLUVANNA	38	26	68%	30.1	\$9.48
079	GREENE	42	26	62%	28.5	\$8.78
109	LOUISA	106	80	75%	32.6	\$9.05
125	NELSON	30	18	60%	27.2	\$8.61
540	CHARLOTTESVILLE	321	251	78%	30.4	\$8.99
	EDD 8	691	511	74%	31.0	\$9.07
009	AMHERST	62	34	55%	33.2	\$8.62
011	APPOMATTOX	101	72	71%	32.0	\$8.37
019	BEDFORD CO./CITY	193	127	66%	31.2	\$8.59
031	CAMPBELL	294	191	65%	32.0	\$8.58
680	LYNCHBURG	528	343	65%	28.8	\$8.10
	EDD 9	1,178	767	65%	30.5	\$8.36
083	HALIFAX	140	65	46%	30.6	\$8.60
089	HENRY	215	132	61%	31.1	\$8.03
141	PATRICK	115	80	70%	31.6	\$8.20
143	PITTSYLVANIA	143	66	46%	30.4	\$8.02
590	DANVILLE	340	164	48%	32.2	\$8.20
690	MARTINSVILLE	170	102	60%	31.1	\$8.19
	EDD 10	1,123	609	64%	31.3	\$8.18
007	AMELIA	48	34	71%	29.3	\$8.48
025	BRUNSWICK	105	55	52%	30.6	\$8.32
029	BUCKINGHAM	67	39	58%	31.3	\$8.63
037	CHARLOTTE	88	47	53%	29.3	\$8.95
049	CUMBERLAND	62	33	53%	30.5	\$8.69
081	GREENSVILLE/EMPORIA	146	90	62%	31.2	\$8.27
111	LUNENBURG	44	21	48%	30.1	\$8.02
117	MECKLENBURG	124	65	52%	30.4	\$8.28
135	NOTTOWAY	147	87	59%	32.1	\$8.62
147	PRINCE EDWARD	150	106	71%	33.6	\$8.51
	EDD 11	981	577	59%	31.3	\$8.48
041	CHESTERFIELD/C.H.	816	525	64%	32.4	\$9.43
075	GOOCHLAND	21	13	62%	33.3	\$9.79
085	HANOVER	144	102	71%	29.3	\$9.38
087	HENRICO	1,330	892	67%	29.6	\$9.15
145	POWHATAN	38	26	68%	32.0	\$9.51
760	RICHMOND	1,892	1,157	61%	30.8	\$8.48
	EDD 12	4,241	2,715	64%	30.7	\$8.94
033	CAROLINE	199	124	62%	30.7	\$8.81
099	KING GEORGE	55	35	64%	29.8	\$9.22
177	SPOTSYLVANIA	393	267	68%	30.0	\$8.88
179	STAFFORD	317	206	65%	31.4	\$10.09
630	FREDERICKSBURG	230	168	73%	30.2	\$8.90
	EDD 13	1,194	800	67%	30.5	\$9.20

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 2 - SFY 14
Statewide**

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u> <u>NUMBER</u> <u>VIEW</u> <u>PARTICIPANTS</u>	<u>Column B</u> <u>NUMBER VIEW</u> <u>EMPLOYED IN</u> <u>UNSUBSIDIZED</u> <u>WORK</u>	<u>Column C</u> <u>PERCENT</u> <u>PARTICIPANTS</u> <u>UNSUBSIDIZED</u> <u>WORK</u>	<u>Column D</u> <u>AVERAGE</u> <u>HOURS</u> <u>PER WEEK</u>	<u>Column E</u> <u>AVERAGE</u> <u>HOURLY</u> <u>RATES</u>
	Statewide	29,141	18,828	64%	31.3	\$8.86
057	ESSEX	68	37	54%	32.3	\$8.89
097	KING & QUEEN	21	12	57%	27.8	\$9.48
101	KING WILLIAM	44	27	61%	33.3	\$9.20
103	LANCASTER	30	24	80%	29.9	\$7.92
115	MATHEWS	21	17	81%	32.1	\$7.77
119	MIDDLESEX	80	63	79%	31.1	\$7.69
133	NORTHUMBERLAND	25	15	60%	26.2	\$8.78
159	RICHMOND CO.	27	15	56%	32.0	\$8.66
193	WESTMORELAND	55	40	73%	27.9	\$8.28
	EDD 14	371	260	67%	30.6	\$8.36
036	CHARLES CITY	8	7	88%	35.6	\$7.96
073	GLOUCESTER	98	69	70%	28.4	\$7.90
095	JAMES CITY	144	101	70%	29.6	\$8.89
127	NEW KENT	49	28	57%	31.0	\$9.15
199	YORK/POQUOSON	153	90	59%	28.5	\$8.76
650	HAMPTON	1,162	749	64%	31.2	\$8.55
700	NEWPORT NEWS	1,597	1,007	63%	32.0	\$8.67
830	WILLIAMSBURG	51	38	75%	30.0	\$8.52
	EDD 16	3,262	2,089	64%	31.3	\$8.62
053	DINWIDDIE	74	50	68%	38.1	\$9.41
149	PRINCE GEORGE	85	39	60%	32.1	\$8.63
181	SURRY	51	30	59%	29.8	\$9.74
183	SUSSEX	62	47	57%	32.6	\$8.33
670	HOPEWELL	303	179	59%	31.1	\$8.67
730	PETERSBURG	467	289	62%	33.5	\$8.69
	EDD 16	1,042	634	61%	32.7	\$8.76
093	ISLE OF WIGHT	88	50	57%	31.5	\$8.28
175	SOUTHAMPTON	80	49	61%	31.1	\$8.78
550	CHESAPEAKE	882	583	66%	32.1	\$8.76
620	FRANKLIN	93	63	68%	27.7	\$7.69
710	NORFOLK	1,835	1,182	64%	30.5	\$8.28
740	PORTSMOUTH	854	504	59%	31.4	\$8.41
800	SUFFOLK	330	221	67%	32.8	\$8.38
810	VIRGINIA BEACH	872	540	62%	30.4	\$8.80
	EDD 17	6,034	3,192	63%	31.0	\$8.48
001	ACCOMACK	144	74	51%	30.4	\$8.11
131	NORTHAMPTON	108	70	65%	29.4	\$7.93
	EDD 18	252	144	67%	29.9	\$8.02

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 3 - SFY 14
Statewide**

<u>FIPS LOCALITY</u>	<u>Column A</u>	<u>Column B</u>	<u>Column C</u>	<u>Column D</u>	<u>Column E</u>	<u>Column F</u>	<u>Column G</u>
	<u>NUMBER VIEW PARTICIPANTS</u>	<u>NUMBER OF VIEW CWEP or PSP PARTICIPANTS</u>	<u>PERCENT OF VIEW PARTICIPANTS IN CWEP or PSP</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 WAGE VIEW EMPLOYE CLOSED TO TANF WITH EMPLOYMENT</u>
Statewide	29,141	6,063	21%	18,628	4,369	23%	\$1,136
027 BUCHANAN	125	95	76%	70	14	20%	\$889
051 DICKENSON	59	16	27%	36	6	17%	\$1,189
105 LEE	294	175	60%	185	52	28%	\$987
167 RUSSELL	193	93	48%	89	17	19%	\$1,121
169 SCOTT	153	72	47%	104	28	27%	\$1,018
185 TAZEWELL	213	67	31%	131	18	14%	\$993
195 WISE	332	68	20%	192	42	22%	\$1,080
720 NORTON	46	3	7%	32	3	9%	\$1,180
EDD 1	1,415	589	42%	839	180	21%	\$1,029
021 BLAND	10	1	10%	5	2	40%	\$2,338
035 CARROLL	102	33	32%	67	12	18%	\$1,033
077 GRAYSON	31	12	39%	18	5	28%	\$1,096
173 SMYTH	204	38	19%	132	19	14%	\$1,053
191 WASHINGTON	167	75	45%	97	24	25%	\$954
197 WYTHE	90	14	16%	60	10	17%	\$992
520 BRISTOL	320	153	48%	185	44	24%	\$940
640 GALAX	48	20	42%	33	13	39%	\$1,051
EDD2	972	346	36%	597	129	22%	\$1,011
005 ALLEGHANY/COV.	105	34	32%	67	12	18%	\$1,297
023 BOTETOURT	28	4	14%	13	3	23%	\$1,585
045 CRAIG	9	2	22%	5	1	20%	\$1,559
063 FLOYD	45	8	18%	25	3	12%	\$1,078
067 FRANKLIN CO.	213	15	7%	123	29	24%	\$1,182
071 GILES	40	21	53%	22	7	32%	\$1,201
121 MONTGOMERY	291	45	15%	227	52	23%	\$1,306
155 PULASKI	138	9	7%	84	18	21%	\$1,186
161 ROANOKE CO.	244	72	30%	163	25	15%	\$1,005
750 RADFORD	82	9	11%	51	14	27%	\$948
770 ROANOKE	1,012	95	9%	616	106	18%	\$1,127
EDD 3	2,207	314	14%	1,396	272	19%	\$1,166
015 AUGUSTA	190	24	13%	128	37	29%	\$1,111
017 BATH	2	1	50%	1	na	0%	na
091 HIGHLAND	na	na	na	na	na	na	na
163 ROCKBRIDGE/B.V./LEX	56	6	10%	45	12	27%	\$1,090
165 ROCKINGHAM	116	17	14%	67	21	24%	\$1,372
660 HARRISONBURG	223	26	12%	186	32	17%	\$1,361
790 STAUNTON	178	17	10%	137	22	16%	\$1,224
620 WAYNESBORO	137	19	14%	93	25	27%	\$1,095
EDD 4	908	110	12%	677	149	22%	\$1,214
043 CLARKE	7	1	14%	4	1	25%	\$1,275
069 FREDERICK CO.	114	4	4%	81	13	16%	\$1,507
139 PAGE	69	17	25%	44	16	36%	\$1,343
171 SHENANDOAH	48	4	8%	31	6	19%	\$1,204
167 WARREN	119	17	14%	82	17	21%	\$929
840 WINCHESTER	97	13	13%	68	22	32%	\$1,118
EDD 5	454	66	12%	310	76	24%	\$1,200
013 ARLINGTON	209	85	41%	145	47	32%	\$1,282
059 FAIRFAX CO./CITY/F.C	1,311	261	20%	861	214	25%	\$1,319
107 LOUDOUN	309	2	1%	214	43	20%	\$1,484
153 PRINCE WILLIAM	1,100	193	18%	739	134	18%	\$1,365
510 ALEXANDRIA	395	79	20%	229	42	18%	\$1,232
683 MANASSAS	114	17	15%	79	11	14%	\$1,408
685 MANASSAS PARK	33	6	18%	16	3	19%	\$1,353
EDD 6	3,471	643	19%	2,283	494	22%	\$1,338

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 3 - SFY 14
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 or PSP PARTICIPANTS</u>	<u>PERCENT OF VIEW PARTICIPANTS IN CWEP or PSP</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 WAGE VIEW EMPLOYED CLOSED TO TANF WITH EMPLOYMENT</u>
Statewide	29,141	6,063	21%	16,628	4,369	23%	\$1,136
047 CULPEPER	167	19	11%	118	21	16%	\$1,178
061 FAUQUIER	81	11	14%	61	14	23%	\$1,370
113 MADISON	25	1	4%	12	3	25%	\$816
137 ORANGE	63	1	2%	41	10	24%	\$1,186
157 RAPPAHANNOCK	11	1	9%	6	1	17%	\$1,169
EDD 7	347	33	10%	238	49	21%	\$1,212
003 ALBEMARLE	154	13	6%	110	17	15%	\$1,161
065 FLUVANNA	38	3	8%	26	7	27%	\$1,312
079 GREENE	42	na	0%	26	9	35%	\$998
109 LOUISA	106	29	27%	80	16	20%	\$1,051
125 NELSON	30	1	3%	18	3	17%	\$1,062
540 CHARLOTTESVILLE	321	24	7%	251	49	20%	\$1,084
EDD 8	691	70	10%	611	101	20%	\$1,098
009 AMHERST	62	4	6%	34	4	12%	\$1,124
011 APPOMATTOX	101	1	1%	72	14	19%	\$1,032
019 BEDFORD CO./CITY	193	6	3%	127	37	29%	\$1,116
031 CAMPBELL	294	1	0%	191	43	23%	\$1,071
680 LYNCHBURG	528	23	4%	343	90	26%	\$966
EDD 9	1,178	36	3%	767	188	26%	\$1,028
083 HALIFAX	140	32	23%	65	12	18%	\$1,156
089 HENRY	215	67	31%	132	27	20%	\$1,009
141 PATRICK	115	3	3%	80	18	23%	\$998
143 PITTSYLVANIA	143	45	31%	66	26	39%	\$1,122
590 DANVILLE	340	95	28%	164	40	24%	\$1,040
690 MARTINSVILLE	170	41	24%	102	23	23%	\$898
EDD 10	1,123	283	26%	609	146	24%	\$1,031
007 AMELIA	48	14	29%	34	12	35%	\$992
025 BRUNSWICK	105	1	1%	55	15	27%	\$1,020
029 BUCKINGHAM	67	19	28%	39	5	13%	\$983
037 CHARLOTTE	88	6	7%	47	15	32%	\$1,014
049 CUMBERLAND	62	5	8%	33	10	30%	\$1,094
081 GREENSVILLE/EMP	148	na	0%	90	24	27%	\$988
111 LUNENBURG	44	4	9%	21	6	29%	\$1,131
117 MECKLENBURG	124	6	5%	65	17	26%	\$925
135 NOTTOWAY	147	4	3%	87	22	25%	\$1,092
147 PRINCE EDWARD	150	56	37%	106	23	22%	\$1,091
EDD 11	981	116	12%	677	149	26%	\$1,031
041 CHESTERFIELD/C.H.	816	188	23%	525	118	22%	\$1,316
075 GOOCHLAND	21	na	0%	13	5	38%	\$1,217
085 HANOVER	144	6	4%	102	25	25%	\$1,093
087 HENRICO	1,330	260	20%	892	208	23%	\$1,114
145 POWHATAN	38	2	5%	26	2	8%	\$1,438
760 RICHMOND	1,892	480	25%	1,157	289	25%	\$1,109
EDD 12	4,241	934	22%	2,716	647	24%	\$1,149
033 CAROLINE	199	18	9%	124	33	27%	\$1,158
099 KING GEORGE	55	13	24%	35	10	29%	\$1,081
177 SPOTSYLVANIA	393	80	15%	267	67	25%	\$1,157
179 STAFFORD	317	69	22%	206	44	21%	\$1,210
630 FREDERICKSBURG	230	14	6%	168	29	17%	\$1,226
EDD 13	1,194	174	16%	800	183	23%	\$1,177

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 3 - SFY 14
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 or PSP PARTICIPANTS</u>	<u>PERCENT OF VIEW PARTICIPANTS IN CWEP or PSP</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 WAGE VIEW EMPLOYE CLOSED TO TANF WITH EMPLOYMENT</u>
Statewide	29,141	6,063	21%	18,628	4,369	23%	\$1,136
057 ESSEX	68	11	16%	37	8	22%	\$1,438
097 KING & QUEEN	21	na	0%	12	1	8%	\$520
101 KING WILLIAM	44	na	0%	27	9	33%	\$1,352
103 LANCASTER	30	2	7%	24	7	29%	\$974
115 MATHEWS	21	na	0%	17	7	41%	\$1,096
119 MIDDLESEX	80	8	10%	63	22	35%	\$1,020
133 NORTHUMBERLAND	25	7	28%	15	3	20%	\$671
159 RICHMOND CO.	27	4	15%	15	3	20%	\$1,299
193 WESTMORELAND	55	11	20%	40	3	8%	\$1,182
EDD 14	371	43	12%	260	63	26%	\$1,120
036 CHARLES CITY	8	1	13%	7	2	29%	\$1,559
073 GLOUCESTER	98	14	14%	69	18	26%	\$984
095 JAMES CITY	144	14	10%	101	28	28%	\$1,192
127 NEW KENT	49	1	2%	28	4	14%	\$1,036
199 YORK/POQUOSON	153	34	22%	90	22	24%	\$1,019
650 HAMPTON	1,162	563	48%	749	176	23%	\$1,061
700 NEWPORT NEWS	1,597	400	25%	1,007	266	26%	\$1,103
830 WILLIAMSBURG	51	8	16%	38	13	34%	\$932
EDD 16	3,262	1,036	32%	2,089	629	26%	\$1,083
053 DINWIDDIE	74	1	1%	50	10	20%	\$1,540
149 PRINCE GEORGE	65	na	0%	39	11	28%	\$1,108
181 SURRY	51	8	16%	30	9	30%	\$1,553
183 SUSSEX	82	7	9%	47	10	21%	\$1,079
670 HOPEWELL	303	6	2%	179	50	28%	\$1,166
730 PETERSBURG	467	48	10%	289	74	26%	\$1,171
EDD 16	1,042	70	7%	634	164	26%	\$1,203
093 ISLE OF WIGHT	88	3	3%	50	10	20%	\$947
175 SOUTHAMPTON	80	11	14%	49	12	24%	\$1,108
550 CHESAPEAKE	882	193	22%	583	143	25%	\$1,164
620 FRANKLIN	93	37	40%	63	14	22%	\$892
710 NORFOLK	1,835	419	23%	1,182	339	29%	\$1,075
740 PORTSMOUTH	854	179	21%	504	123	24%	\$1,083
800 SUFFOLK	330	92	28%	221	47	21%	\$1,068
810 VIRGINIA BEACH	872	261	30%	540	112	21%	\$1,111
EDD 17	6,034	1,196	24%	3,192	800	26%	\$1,093
001 ACCOMACK	144	17	12%	74	17	23%	\$943
131 NORTHAMPTON	108	1	1%	70	24	34%	\$1,111
EDD 18	262	18	7%	144	41	28%	\$1,041

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 4 - SFY 14
Statewide**

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F
	192 Number VIEW Participants Closed With Employment 1 st 210 months	Number In Column A Who Retained Employment 6+ MONTHS	Percent Who Retained Employment 6+ months	188 Number Who Closed With Employment 1 st 210 months	Number in Column D Who Stayed Off TANF for 12 months	Percent Who Stayed Off TANF for 12 months
Statewide	78,988	42,853	56%	75,470	84,079	85%
027 BUCHANAN	327	196	60%	323	274	85%
051 DICKENSON	253	130	51%	251	214	85%
105 LEE	707	384	54%	894	582	84%
187 RUSSELL	827	388	82%	822	501	81%
189 SCOTT	448	251	56%	431	353	82%
185 TAZEVELL	828	483	58%	817	693	85%
195 WISE	949	538	57%	938	788	84%
720 NORTON	137	87	64%	138	119	88%
EDD 1	4,272	2,485	57%	4,210	3,824	84%
021 BLAND	88	28	42%	66	59	89%
035 CARROLL	377	138	37%	376	314	84%
077 GRAYSON	188	80	48%	187	148	89%
173 SMYTH	482	292	61%	478	409	86%
191 WASHINGTON	459	230	50%	451	397	88%
197 WYTHE	435	201	48%	431	387	85%
520 BRISTOL	741	313	42%	718	613	85%
640 GALAX	184	93	51%	183	150	82%
EDD2	2,912	1,375	47%	2,888	2,457	86%
005 ALLEGHANY/COV.	352	144	41%	347	301	87%
023 BOTETOURT	53	28	53%	53	40	75%
045 CRAIG	11	4	36%	11	8	73%
063 FLOYD	131	49	37%	130	113	87%
067 FRANKLIN CO.	407	199	49%	395	323	82%
071 GILES	108	42	39%	104	85	82%
121 MONTGOMERY	906	468	52%	882	759	88%
155 PULASKI	372	187	45%	384	299	82%
181 ROANOKE CO.	558	274	49%	544	440	81%
750 RADFORD	181	77	48%	155	132	85%
770 ROANOKE	1,889	952	50%	1,864	1,518	81%
EDD 3	4,948	2,404	49%	4,849	4,018	83%
015 AUGUSTA	496	227	46%	482	396	82%
017 BATH	17	5	29%	17	15	88%
091 HIGHLAND	4	2	50%	4	3	75%
183 ROCKBRIDGE/B.V./LEX	228	125	55%	221	190	86%
185 ROCKINGHAM	381	182	48%	372	317	85%
660 HARRISONBURG	501	213	43%	488	417	86%
790 STAUNTON	409	218	53%	398	342	86%
820 WAYNESBORO	328	171	52%	321	268	83%
EDD 4	2,380	1,143	48%	2,301	1,946	85%
043 CLARKE	48	22	46%	48	44	92%
069 FREDERICK CO.	209	113	54%	204	183	80%
139 PAGE	237	111	47%	232	201	87%
171 SHENANDOAH	180	71	39%	179	153	85%
187 WARREN	337	184	55%	335	285	85%
840 WINCHESTER	331	141	43%	324	283	81%
EDD 5	1,342	642	48%	1,322	1,109	84%
013 ARLINGTON	1,071	745	70%	1,053	913	87%
059 FAIRFAX CO./CITY/F.C	3,824	2,152	58%	3,753	3,201	85%
107 LOUDOUN	881	535	61%	867	754	87%
153 PRINCE WILLIAM	3,543	2,049	58%	3,498	2,967	85%
510 ALEXANDRIA	1,250	893	71%	1,231	1,054	86%
683 MANASSAS	387	203	55%	384	298	82%
685 MANASSAS PARK	114	86	80%	111	92	83%
EDD 6	11,060	6,645	80%	10,875	9,279	85%

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 4 - SFY 14
Statewide**

<u>FIPS LOCALITY</u>	Column A	Column B	Column C	Column D	Column E	Column F
	192 Number VIEW Participants Closed With Employment 1 st 210 months	Number In Column A Who Retained Employment 9+ MONTHS	Percent Who Retained Employment 9+ months	168 Number Who Closed With Employment 1 st 210 months	Number In Column D Who Stayed Off TANF for 12 months	Percent Who Stayed Off TANF for 12 months
Statewide	78,988	42,853	58%	78,470	64,079	85%
047 CULPEPER	399	241	60%	390	318	82%
061 FAUQUIER	352	191	54%	347	294	85%
113 MADISON	95	37	39%	95	88	91%
137 ORANGE	265	138	52%	284	231	86%
157 RAPPAHANNOCK EDD 7	31 1,142	9 818	29% 54%	30 1,128	24 953	80% 86%
003 ALBEMARLE	319	173	54%	308	275	89%
065 FLUVANNA	60	29	48%	55	48	87%
079 GREENE	123	70	57%	122	102	84%
109 LOUISA	188	99	53%	179	155	87%
125 NELSON	50	18	38%	49	39	80%
540 CHARLOTTESVILLE EDD 8	874 1,812	530 919	81% 87%	854 1,667	750 1,389	88% 87%
009 AMHERST	231	119	52%	229	207	90%
011 APPOMATTOX	252	128	51%	247	208	84%
019 BEDFORD CO./CITY	598	278	48%	583	504	88%
031 CAMPBELL	748	485	82%	735	842	87%
680 LYNCHBURG EDD 9	1,283 3,088	666 1,664	53% 54%	1,220 3,014	1,015 2,878	83% 86%
083 HALIFAX	475	262	55%	489	384	82%
089 HENRY	537	257	48%	523	434	83%
141 PATRICK	400	280	70%	393	324	82%
143 PITTSYLVANIA	455	225	49%	448	384	88%
590 DANVILLE	1,080	808	56%	1,063	884	83%
890 MARTINSVILLE EDD 10	309 3,288	127 1,787	41% 54%	302 3,198	258 2,888	85% 83%
007 AMELIA	114	89	81%	110	98	87%
025 BRUNSWICK	258	150	58%	251	218	88%
029 BUCKINGHAM	184	106	58%	181	181	89%
037 CHARLOTTE	128	54	43%	120	90	75%
049 CUMBERLAND	108	43	40%	104	88	85%
081 GREENSVILLE/EMP	207	101	49%	203	171	84%
111 LUNENBURG	87	28	39%	85	60	92%
117 MECKLENBURG	312	129	41%	304	254	84%
135 NOTTOWAY	239	138	57%	234	201	88%
147 PRINCE EDWARD EDD 11	270 1,868	178 992	88% 53%	285 1,837	235 1,872	89% 88%
041 CHESTERFIELD/C.H.	1,970	1,288	84%	1,930	1,832	85%
075 GOOCHLAND	78	43	57%	74	81	82%
085 HANOVER	285	153	54%	280	238	85%
087 HENRICO	2,530	1,548	81%	2,484	2,127	88%
145 POWHATAN	63	28	41%	61	55	90%
780 RICHMOND EDD 12	5,875 10,899	3,495 8,533	62% 82%	5,573 10,382	4,886 8,779	84% 85%
033 CAROLINE	305	145	48%	292	236	81%
099 KING GEORGE	112	44	39%	108	82	77%
177 SPOTSYLVANIA	741	408	55%	713	633	89%
179 STAFFORD	483	283	54%	486	383	82%
830 FREDERICKSBURG EDD 13	485 2,108	254 1,112	55% 53%	454 2,031	387 1,721	85% 88%

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 4 - SFY 14
Statewide**

FIPS LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F
	192 Number VIEW Participants Closed With Employment 1 st 210 months	Number In Column A Who Retained Employment 6+ MONTHS	Percent Who Retained Employment 6+ months	186 Number Who Closed With Employment 1 st 210 months	Number In Column D Who Stayed Off TANF for 12 months	Percent Who Stayed Off TANF for 12 months
Statewide	78,988	42,853	58%	75,470	84,079	85%
057 ESSEX	121	61	50%	120	108	88%
097 KING & QUEEN	49	18	37%	49	41	84%
101 KING WILLIAM	78	39	50%	74	62	84%
103 LANCASTER	106	62	58%	104	92	88%
115 MATHEWS	48	22	46%	47	41	87%
119 MIDDLESEX	120	74	62%	116	89	77%
133 NORTHUMBERLAND	72	27	38%	70	53	76%
159 RICHMOND CO.	59	16	27%	58	41	71%
183 WESTMORELAND	203	98	47%	203	178	88%
EDD 14	886	415	48%	841	703	84%
038 CHARLES CITY	29	16	55%	28	26	93%
073 GLOUCESTER	267	144	54%	284	237	90%
085 JAMES CITY	332	149	45%	320	275	88%
127 NEW KENT	79	50	83%	76	88	89%
189 YORK/POQUOSON	237	130	55%	230	197	88%
850 HAMPTON	2,717	1,290	47%	2,887	2,214	83%
700 NEWPORT NEWS	3,788	2,155	57%	3,880	3,097	84%
830 WILLIAMSBURG	92	48	52%	89	75	84%
EDD 15	7,521	3,982	53%	7,354	6,189	84%
053 DINWIDDIE	280	120	48%	258	218	84%
149 PRINCE GEORGE	179	90	50%	175	154	88%
181 SURRY	108	57	53%	107	94	88%
183 SUSSEX	197	109	55%	193	188	88%
870 HOPEWELL	708	365	52%	892	582	84%
730 PETERSBURG	1,154	677	59%	1,125	948	84%
EDD 16	2,604	1,418	54%	2,550	2,182	85%
083 ISLE OF WIGHT	282	159	58%	277	249	90%
175 SOUTHAMPTON	219	122	58%	214	177	83%
550 CHESAPEAKE	2,476	1,329	54%	2,433	2,099	88%
620 FRANKLIN	232	110	47%	224	196	88%
710 NORFOLK	5,209	2,990	57%	5,092	4,378	88%
740 PORTSMOUTH	2,447	1,420	58%	2,408	2,133	89%
800 SUFFOLK	995	514	52%	978	847	87%
810 VIRGINIA BEACH	2,930	1,748	60%	2,887	2,434	84%
EDD 17	14,790	8,392	57%	14,509	12,511	86%
001 ACCOMACK	359	190	53%	354	308	88%
131 NORTHAMPTON	288	209	73%	282	237	84%
EDD 18	645	398	62%	638	543	85%