

A STUDY OF THE IOWA WORK INCENTIVE (WIN) DEMONSTRATION PROJECT

by

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Abstract

This is a study of the Iowa Work Incentive (WIN) Demonstration program. The study was conducted by Ann Ryan of the office of Congressman Berkley Bedell in conjunction with a research project undertaken as a graduate student in Public Policy at Georgetown University. The study focuses on the administration of the WIN demonstration program, the quality of its program components, its cost effectiveness, mandatory vs. voluntary participation, the opinions and attitudes of Iowa WIN staff with regard to the program, and the influence of environmental factors on the number of WIN participants employed.

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"Welfare need not be a way of life, rather a detour."

--Iowa WIN staff

I. INTRODUCTION

While the welfare reform debate rages on, how to offer assistance to those in need without inviting dependence continues to be the ultimate social welfare challenge. And while there are still no clear answers, there are indeed efforts being undertaken across the country which effectively address this ongoing dilemma. The Work Incentive (WIN) Demonstration project in Iowa is one such project which has accepted this challenge, and is implementing a strategy which successfully assists program participants in their efforts to move from welfare to work. This study closely examines the Iowa WIN program, its goals, accomplishments, and obstacles. The study was conducted by Ann Ryan, a Legislative Assistant to Congressman Berkley Bedell and graduate student in Public Policy at Georgetown University, Washington, D.C.

This study focuses on the effectiveness of the Iowa WIN program components, its cost effectiveness, the advantages and disadvantages of mandatory versus voluntary participation, and the attitudes and concerns of the Iowa WIN staff with regard to the of the workings of the program. The data is analyzed both descriptively and statistically.

II. Background of the Work Incentive (WIN) Program

As a condition of Aid To Families With Dependent Children (AFDC) eligibility, persons 16 years of age or older, who are receiving or applying for AFDC, must register for work and training; AFDC is the nation's primary cash assistance program for low-income families, and is administered in every state. The Work Incentive (WIN) Program is the federal work and training program for AFDC recipients, and as of September 1984, an estimated 1.5 million individuals had registered with WIN. Its program goals clearly focus on the reduction of welfare roles and subsequent welfare savings:

To move men, women, and out-of-school youth, age 16 or older from dependency on AFDC grants to economic independence through permanent, productive employment by providing appropriate employment training, job placement and other related services, supplemented by child care and other social service when needed to enable a person to participate or secure employment.

The federal WIN program was created in 1967 as an amendment to title IV of the Social Security Act. At the Federal level, the program is jointly administered by the the Department of Health and Human Services and the Department of Labor. A dual administrative structure is also in place at the State level, unless the State (i.e. Iowa) has elected to operate a WIN demonstration project, in which case it is administered by the State Department of Human Resources.

Since its enactment, WIN has undergone legislative and policy changes which have shifted emphasis from one element to another. According to a GAO evaluation of the WIN program (June 21, 1982), in WIN's early years WIN emphasized using institutional training to enhance registrants' work skills. By 1971, however, program emphasis had been redirected to on-the-job-training and direct job placement.

Participation in the program became mandatory: As a condition of receiving AFDC benefits, all adult recipients who had no pre-schoolers were required to register with the State employment service, to participate in job training or job search activities, and to accept employment offers.

In 1975, the program was again changed to provide a more balanced approach between training and direct job placement. At the same time, the change was directed at exposing the most employable registrants to employment opportunities earlier by having AFDC recipients register at the WIN employment office rather than the welfare office. The 1980 Social Security Disability Amendments also changed the WIN program by again increasing emphasis on job placement and strengthening sanctions against AFDC recipients who refused to participate in WIN. It is important to note that there were AFDC recipients who were (and are) exempt by law from participating in WIN. These include those AFDC recipients who are unable to participate due to illness, incapacity, advanced age, full-time student status, remoteness from a WIN program site, the need to care for an ill or incapacitated member of the household, or who are working at least 30 hours per week. Also exempt is the parent caring for a child under 6 years of age; in a two-parent family, one parent is exempt if the second parent is registered for work.

Work registration, however, is only one component of the WIN program. All States operate a WIN program or a WIN demonstration program. In addition, the Act permits States to offer several other employment programs. These are Job Search, the Community Work Experience Program, and Work Supplementation. Some States are also

operating grant diversion programs and other innovative work programs under AFDC demonstration authority.

There are general components of the WIN program which are also often found in the WIN demonstration projects. The Committee on Ways and Means has described these program components in the following way:

* Job Search

The Act permits States to require AFDC applicants and recipients to participate in a program of employment search beginning at the time of application. After an initial 8-week search period for applicants, AFDC recipients may be required to participate in 8 weeks of job search each year.

* Community Work Experience Program

Under authority granted by OBRA, States may operate community work experience programs if they so choose. These programs are commonly referred to as 'workfare' and require adult AFDC recipients to perform some sort of community work in exchange for the AFDC benefit. The individual does not become a paid employee but, instead, works off the AFDC benefit.

* Work Supplementation and Grant Diversion

In Work Supplementation programs, AFDC may be used to subsidize a job for an AFDC recipient. In a grant diversion program, States may use the AFDC benefits as a wage subsidy to encourage employers to hire AFDC recipients. The wage subsidy is for a limited period, usually no more than 6 months.

The 1981 amendments to the Social Security Act contained in the Omnibus Budget Reconciliation Act of 1981, gave States the option of implementing a WIN demonstration program instead of the regular WIN program. The major difference between the two programs is that the demonstration program is administered by the Department of Health and Human Services and allows States the flexibility to design components tailored to local needs, resources, and labor market conditions. These projects permit the States to design an alternative to WIN, and are administered solely by State welfare agencies. The Department of

3. Program management matters.
4. Certain types of employment services and delivery techniques are more effective than others.
5. The nature of linkages to social service agencies will influence program effectiveness.
6. There should be joint planning, funding and decision making by employment and social service agencies at the federal, state and local level.
7. The resource allocation process should include performance incentives.
8. There should be frequent, structured monitoring of program implementation by federal representatives.
9. Lateral communication and information sharing across administrators and operators in different localities and regions is crucial to effective federal administration.

According to the Urban Institute Study, all the high performing local WIN units provided job search training and emphasized systematic, intensive job search activities by clients. In some cases this was done through intensive individualized counseling and follow-up. Elsewhere program staff ran group training sessions or utilized 'job clubs' in which the WIN registrants themselves were a main source of encouragement, support, and information about job leads. By contrast, according to this study, participants in most low performing units were merely told to apply for a certain number of jobs and report back in a week or two.

It is important to recognize that the WIN program has not had strong political support since 1981. Again, in each budget since 1982, the administration has proposed that WIN and WIN Demonstration programs be repealed. The administration has taken the position that supportive social and employment services could be funded under other programs, such as the Social Services Block Grant (SSBG), the

Community Services Block Grant (CSBG), and Rehabilitative Services. The administration has argued that personal initiative and the work experience program would minimize the need for a separate work program like WIN.

In any study of a WIN demonstration project it is important to review the work of the Manpower Demonstration Research Corporation (MDRC). In March of 1983, MDRC began a five-year, large-scale social experiment examining new state initiatives to restructure the relationship between welfare and work. They studied WIN demonstration projects in eight states.

The MDRC study addressed four basic questions:

1. Is it feasible to impose obligations---or participation requirements---as a condition of welfare receipt?
2. What do workfare-type programs look like in practice, and how do welfare recipients themselves judge the fairness of mandatory requirements?
3. Do the State initiatives reduce the welfare rolls and costs and/or increase employment and earnings?
4. How do program benefits compare to program costs?

The results to date suggest the feasibility, under certain conditions and at the scale implemented, of linking welfare receipt to an obligation to participate in designated activities. In a few cases this includes an obligation to work in exchange for welfare benefits. In other cases, the obligation is usually limited to job search or to participation in any one of an available array of services.

According to the MDRC report, "Work Initiatives for Welfare Recipients", interim results suggest that a number of quite different program approaches will lead to increases in employment, but that the gains will be relatively modest. In some cases, the study points out, these gains will translate into even smaller welfare savings.

Nevertheless, the report states that while the impacts may not be

striking, they appear large enough to justify the programs' costs if a broad view of the benefits and costs to society is taken. These findings also suggest the substantial diversity across the States studied. Many factors---such as different characteristics of the welfare groups studied, state benefit levels, services to controls, and labor market conditions---influence normal employment growth and, in turn, the potential of a new program to achieve impacts. MDRC believes that this diversity suggests caution in assuming the results from one state can be easily translated to others.

According to the MDRC report, interim results do not support the strongest claims of either WIN critics or proponents. They found most of the work positions to resemble quality Public Service Employment jobs, structured to meet public needs and to provide meaningful work experience. On the other hand, such positions provided little skill development.

Interim results also point out that the impacts of the various WIN demonstration projects are greater for enrollees who would be considered the most disadvantaged or least employable in terms of a previous work record. For example, the greatest increases in employment and earnings (compared to those of the control groups) were found among women who had the least recent employment experience before program enrollment. A close look at the data, however, shows that placement rates and post-program employment were generally much higher for job-ready individuals. Nevertheless, net program impacts were largest for the less job ready recipients.

MDRC makes a point of distinguishing the population served by WIN from the population that other employment and training programs may

serve. It explains that a program that achieves high placement rates by working with people who would have found jobs on their own or cycled off welfare anyway may look successful, but not actually have accomplished much. In contrast, a program working with those who would have done very poorly on their own may look less successful (measured by placement or employment rates), but in fact it may have produced major changes in behavior.

The MDRC interim assessment states:

In short, programs do not necessarily have to effect dramatic changes to be worthwhile. In fact, small impacts can be significant if they are long-lasting or if they occur for a large number of people. Thus, the research points to an important finding about expectations. In the past, we have had to oversell social programs to convince policymakers that they were worthwhile investments. The data from these State programs suggest that this is not necessary.

IV. Description and History of the Iowa WIN Demonstration Program

From 1969 to September 1983, Iowa operated the traditional WIN program. In response to the funding cuts of 1981, the State was forced to close four of its existing nine projects. The four projects terminated included Davenport, Cedar Rapids, Waterloo, and Sioux City. At approximately this same time the State legislature was instituting a workfare requirement and the Iowa Department of Human Services designed a pilot employment and training program for AFDC recipients which included workfare as a component of last resort. This pilot program began in July of 1982 and was called Coordinated Manpower Services. It was to be the forerunner of the WIN demonstration project.

According to Bob Lipman, the State WIN Director, the Coordinated Manpower Services program was so successful and performance was so

superior to the traditional WIN program, that the Iowa Department of Human Services requested that they be allowed to run this kind of program as a WIN demonstration project. Permission was granted by the Department of Health and Human Services, and the WIN demonstration project began in October of 1983.

There are seven project areas in Iowa directly administering the WIN demonstration project. The traditional WIN program had been administered by both the Department of Human Services (DHS) and the Department of Employment Services, and while the WIN demonstration program is administered by DHS, five projects continue to be operated by both agencies. These are the Burlington, Council Bluffs, Des Moines, Fort Dodge, and Ottumwa projects. Two projects, Sioux City and Marshalltown, are administered solely by the Department of Human Services, and were part of Coordinated Manpower Services pilot program. WIN Services are currently available in 49 of Iowa's 99 counties.

The WIN demonstration project was designed partly in reaction to some of the weaknesses in the traditional WIN program. According to Mr. Lipman, the traditional WIN program had little sense of program structure, and clients often got lost in a maze of services. There was little cohesion among staff of the WIN projects, and no real sense of client responsibility. The clients tended to be viewed as children with very little expected of them. The WIN demonstration project redesigned the program to allow clients to more fully understand participation requirements, what they could expect from WIN, and what WIN could expect from them.

According to the Iowa Department of Human Services' WIN demonstration project description, the program's objective is to

provide intensive employment and training services to Aid to Families with Dependent Children (AFDC) recipients to enable them to become gainfully employed and economically self-sufficient. Program services are available to all AFDC recipients, but services are provided on a first-come/first-serve basis with priority given to recipients on Unemployed Parent-AFDC assistance and volunteers. It is anticipated that at least 5,000 recipients will be served each year, of which 2,600 will become employed. It is expected that a minimum of 85% of those employed will retain their jobs for at least 30 days.

Program services include job club, classroom training and work experience. Job club participants receive one week of job-seeking skills training followed by three weeks of intensive group job search activity. Classroom training is provided through the Individual Education and Training Plan Program (IETP) which provides up to 36 non-consecutive months of financial support to enable AFDC recipients to attend classroom training facilities. Program applicants and participants are required to apply for and, if eligible, utilize grants, scholarships and low-interest student loans of up to \$800 per academic year. Work experience participants are placed at work sites three days per week for a maximum of six months where they receive job training and work experience. Participants are assigned to work assignments which are related to their vocational goals. Work experience participants also engage in job search one day per week. If, after the six month work experience the participant is still unemployed, he or she returns to the structured job search component.

All program participants initially access the program by participating in a group orientation/assessment component after which each client is

individually assessed. The majority of clients are enrolled in job club. Clients are placed in work experience, unless they have a very limited work history, only after they have participated in classroom training and/or job club and have not become employed.

Those registrants who do not wish to participate in the WIN program, but are not deemed exempt, are subject to federally established sanctions which result in the reduction or elimination of the AFDC recipient's grant. In FY 86, over \$112,000 was collected in Iowa through sanctions as a result of AFDC grant reductions.

Sanctions may be imposed either at the assessment stage (if a registrant does not attend the group assessment component), or if the client does not follow through with his/her participation in one of the other components (i.e. job club). If the client does not cooperate (i.e. not attend) the assessment, his/her benefits are removed until he/she agrees to participate. Sanctions in the other components, however, impose a three month sanction if the client refuses to participate. A second such refusal results in a six month sanction. In Iowa, there were 507 clients who failed to cooperate during assessment, 201 who failed to participate in the work experience or job club components and 23 who failed to participate a second time.

Currently, the program funding is provided by federal Title IV-C, federal Title IV-A and State dollars. There is a 10% State match which is met through in-kind services. Title IV C (federal WIN) funding for FY86 for Iowa totaled \$2,869,721, including a carry-over from FY85 of \$840,000. Title IV-A funds totaling \$405,035, including a 41 percent State match, were expended on the Individual Education and Training Program (IETP).

Child care and transportation costs are funded through Title IV-C. \$4.00 a day is allowed under the WIN program (maximum of 80.00 per month) for work related transportation costs, and the going rate for child care costs is covered through WIN to allow AFDC recipients the freedom and flexibility to pursue employment or training opportunities. Assisting WIN participants with child care and transportation costs has played a major role in the overall success of the program.

As a result of federal funding reductions over the years, and most recently in 1986, the Iowa WIN program has had to reassign or reduce staff, as well as cut back client daily expenditure allowances from \$5.00 to \$4.00 and eliminate a service component (individual job search counseling).

Because of these funding reductions, reassignments of staff, and the precariousness of future funding commitments, individual WIN projects in Iowa have experienced various levels of frustration with this situation. Because two of the Iowa WIN projects are currently in the midst of severe staff shortages and are finding it difficult to offer the basic WIN services, this study focuses on data from only five of the seven projects: Council Bluffs, Sioux City, Des Moines, Burlington, and Marshalltown. It should be noted, however, that even these projects are not without their own serious concerns about the future of the program, the level of federal support of the WIN concept, and the State commitment to the program to allow adequate staffing (i.e. reduction of number of staff reassigned to other programs under the jurisdiction of the Department of Human Services or Department of Employment Services). With FY 87 federal WIN funding

cut nearly in half, these concerns, however, are likely to be intensified.

V. Research Design

This research study was designed to address the following questions:

1. What program components does the Iowa WIN demonstration project utilize in its efforts to meet its goals?
 - Which of these components appears to be the most effective in promoting employment?
2. How cost effective is the Iowa WIN demonstration project?
3. How does mandatory participation compare with voluntary participation of AFDC recipients in the program?
4. What are the attitudes and concerns of the WIN staff with regard to the program?
 - What are the most frequent recommendations for improving the program?
5. What environmental factors seem to influence WIN participant employment and retention rates?

In order to address these questions it was necessary to collect a variety of data. The following three data sets were the primary sources:

* A questionnaire requesting information from each WIN staff member responsible for direct WIN service delivery in five of the WIN projects. The projects included Des Moines, Council Bluffs, Burlington, Marshalltown, and Sioux City. Each questionnaire included 46 variables which were subsequently coded and statistically analyzed (SAS). There were 36 out of a possible 39 respondents. (See Attachment A for a list of the variables examined and Attachment D for sample questionnaire.)

* A list of specific county data was obtained by WIN staff in the five WIN projects. These counties included Polk, Dallas, Story, Warren, Pottawattamie, Harrison, Louisa, Des Moines, Marshall, and Woodbury. This data included 43 variables which staff pulled from individual case files in the various projects. These variables were also coded and statistically analyzed (SAS). (See Attachment B for list of variables.)

* The third data set pertains to each of the five projects being examined (Des Moines, Burlington, Council Bluffs, Marshalltown, and Sioux City). This data was obtained from the State WIN office from previously compiled information (FY86 Annual Report). There are 12 variables which were used in this analysis. (See Attachment C for list of variables)

The correlation of these variables to employment goals reached and the retention rates of secured employment was examined in the context of the research questions. Survey responses were reviewed to shed light on the opinions and concerns of the WIN staff.

Both a descriptive and a statistical analysis of the relationships between the different variables was utilized. Besides the descriptive analysis, these three sets were examined through the use of regression techniques or frequency distribution, or both.

The data collected by county was considered interval level data, as was the data collected from the State summary by project, and warranted regression analysis. The questionnaire data, however, was mostly ordinal level data and was analyzed in light of frequency distributions and the strength of the Tau-b statistic.

For the interval level data, each independent variable was examined in light of its relationship to the dependent variable; The Pearson correlation coefficient was determined, as was the R square and the standard error of the estimate. These three statistical measurements were then used in analysing the various relationships. Due to the small sample size, beta weights were not utilized.

The Pearson correlation coefficient allows us to measure the strength and direction of association between variables. The coefficient varies from no association (0) to a perfect positive association (1) or perfect negative association (-1). A coefficient

of 5 would be considered moderate.

The R-Square measures how much variation in the dependent variable can be accounted for by the independent variable(s). R-Square can range from 0 to 1, and in general, the larger the value, the better the model's fit.

The Standard Error of the Estimate is useful in allowing us to compare the error rates of the relationships determined through regression analysis. Of course, the smaller the error, the more credible are the findings.

For the ordinal level data such as that collected by the survey, the frequency of each response was calculated, and when a comparison of independent and dependent variables was done, a Tau-b statistic was used. This, like the Pearson correlation coefficient for interval level data, is a measurement of the strength and direction of the independent variable's relationship to the dependent variable.

VI. Limitations of the Study

While this study is able to closely examine the workings of the Iowa WIN demonstration project as well as suggest some interesting relationships between variables, it must be recognized that the inability of this study to include actual WIN participants and to employ an experimental design with the use of a control group must limit the internal validity of the study. Due both to time and funding constraints, this study focused on outcomes of the Iowa WIN demonstration project and the variables that affected those outcomes, rather than on the relation of such outcomes to a control group through the use of random sampling. Indeed, without the use of a control group to compare WIN participant employment against AFDC

recipient employment without WIN services, the results may be less than valid. Iowa does, however, include self-obtained employment as an categorical explanation for WIN participant employment, which does allow for an accurate estimate of the numbers of WIN participants obtaining employment due to program participation.

It should be noted that because a control group was not employed and there was not random sampling, it was impossible to control for all spurious and confounding variables. While relationships between dependent and independent variables did appear, we are not able, with any level of confidence, to attribute a change in the dependent variable solely to changes in the independent variable(s).

This is a study only of the Iowa WIN demonstration project and cannot easily be generalized to other States. While it is an important and effective program for Iowa's AFDC population, it is necessary to recognize the differences across States in the characteristics of the welfare population, local economic conditions, participation rates, AFDC benefit levels, and how these variables affect the success of the program.

It must also be noted that while the analysis may suggest certain patterns or trends between independent and dependent variables, the sample size (10 counties) does not allow for high levels of statistical significance. The strongest relationships, unfortunately, were sometimes the least statistically significant. It is interesting, however, to review all of these relationships.

VII. Findings and Analysis of Study

The findings of the study will be briefly discussed in the

context of the stated research questions:

1. Which program components does the Iowa WIN demonstration project utilize in its efforts to meet its goals?

The Iowa WIN demonstration program services include assessment, job club, job search, classroom training, and work experience.

According to the WIN statewide summary, the components were utilized in the following order of frequency, from the greatest number of participants to the least:

- Assessment--- This is the first step in the WIN process, and it is here where the case plan is developed and vocational goals determined.
- Job Club--- The participants receive one week of job seeking skills training.
- Work Experience--- Places recipients in a work site 3 days per week for a maximum of six months.
- Job Search--- Involves three weeks of intensive group job search activities.
- Classroom Training--- Provides up to 36 non-consecutive months of financial support to enable AFDC recipients to attend classroom training. This was perhaps least used because of the greater cost incurred in providing this service.

**Which of these components appears to be the most effective in promoting employment?

A reasonable indication of component success is the statewide breakdown of program components based on the numbers of participants employed as a direct result of participation in that particular component. According to the WIN statewide summary, WIN participant employment can be attributed to seven components of the program: self-obtained, assessment, vocational training, job club, job search, work experience, and subsidized employment (on-the-job-training).

(See Attachment K)

According to the summary, the most effective of the actual WIN components is the job club. Far more persons secured employment as a result of participating in job club than either job search, work experience, vocational training or subsidized employment. The next most effective components in terms of their direct influence on the ability of participants to secure employment were work experience, vocational training, and subsidized employment, respectively.

While job club has the greatest impact compared to the other components in which clients actively participate, in terms of sheer numbers the category from which the greatest frequency of participants entered employment was the assessment category. This is the first step of WIN service delivery, and all clients are required to go through this process of assessment to determine the most appropriate direction based on the clients vocational goals.

There were also many self-obtained placements. This refers to those AFDC recipients who must register for WIN services but rather than actually participate in the program are able to secure their own employment. These are usually the most employable of the non-exempt AFDC recipients. While WIN services cannot take direct credit for such placements, the choice imposed by WIN between working or participating in the program often results in clients choosing to find their own employment.

The WIN component with the highest retention rate after 6 months was classroom training; 90 percent of the participants finding employment as a result of this kind of training were still employed after 6 months. The next highest retention rate was work experience, with an 88 percent retention rate for those that are able to secure employment as a direct result of their participation in the work

experience component. Job Club had a 55 percent retention rate after 6 months. It is possible that as this component focuses more on the job seeking process and less on the development of new or specialized skills, the kind of jobs obtained may not be as well paid or as satisfying as those obtained after participation in classroom training or work experience, and thus the retention rate is lower. The sheer numbers of participants and the wider range of client skills and experience in this component as compared to the others could also invite lower retention rates.

Results of the staff survey show that 55 percent of the Iowa WIN staff respondents felt that the job club component was the most effective in terms of not only assisting clients with obtaining employment, but in helping them develop the confidence and self esteem so essential to any successful job hunt. The next component most often deemed effective by WIN staff was classroom training, with 27 percent of the respondents listing it as 'one aspect of the WIN program you feel is especially effective'. The combination of job club and classroom training was the most frequently mentioned combination of services. Work experience was the next most frequently listed component, with 16 percent.

Each of the seven program components were used as independent variables, and the relationship to the employment goal reached was measured. The Pearson correlation coefficient was employed for this analysis, and the stronger the coefficient the more likely it was that those projects which had reached or exceeded their employment goals would have more participants employed directly from that independent variable. For example, the assessment component had the strongest

measure of association to the dependent variable (employment goal reached) with a correlation coefficient of .69. This suggests that it is likely that the more participants obtaining employment directly from the assessment component, the higher the employment goal reached. It may also have been that this component, along with the self-obtained category, may encourage the most employable to obtain employment they otherwise might not have considered without the influence of the WIN program, thus the sheer number of those participating in the assessment component could increase the employment goals reached.

The Job Search component also had a strong correlation coefficient (.60), suggesting that as the number of WIN participants utilizing the Job Search component increases, the percent of the employment goal reached is also likely to increase. Subsidized employment (on-the-job training) also had a fairly high correlation coefficient (.58), indicating that participation in this component of the WIN program was more often present in those projects obtaining or exceeding their employment goals. (See Attachments F1-F14)

It is interesting to note that no real relationship appeared between the job club variable and employment goals reached. As all other evidence suggests that this component is indeed important in participant efforts to secure employment, it is possible that this extremely small sample size (5 projects) cannot adequately portray this particular component's contribution to the overall employment goals reached. The table shows (see Attachment F7) that the one project which clearly exceeded its employment goals (121.7%), had more WIN participants enter employment from the Job Club than any other project except one. The one project which had the lowest employment

goal reached, as well as the highest number of participants enter employment from the Job Club, clearly contributed to the negative correlation statistic; When utilizing a sample size of 5, one such variable significantly changes the total picture.

This also appears to be the case with the Work Experience component, though in this particular component there is clearly no real pattern among the five projects. (See Attachment F9) With regard to self-obtained employment, there was also no discernible relationship to the percent of employment goals reached. Both the project with lowest percent of employment goal reached and the project with the highest employment goal reached had the greatest number of participants obtaining their own employment, suggesting that greater participation in this particular component had no consistent relationship to the projects' ability to reach their employment goals.

2. Who does the WIN demonstration program serve, and how cost effective is it?

The WIN program provides services exclusively to AFDC recipients; It is the only federal program which is specifically designed to reduce the AFDC roles. Those recipients who are not deemed exempt from participation in the WIN program by income maintenance workers are automatically registered. There were 8,780 such registrants in the Iowa WIN program in FY 86.

8,131 of those registrants actually participated in the Iowa WIN program in FY 86. In the ten counties studied, 5 mandatory participation and 5 voluntary, the most frequent age range of participants was 21-25; The average level of education was 11.5 years;

The average number of children per participant was 1.83; And the average number of years the participant had been receiving AFDC benefits prior to employment was 1.82 years.

Of these participants, 2,940 obtained employment-----a 36 percent entered employment rate. 1,892 of those who secured employment obtained full-time positions. 91.4 percent of those employed full-time retained their positions for at least thirty days, and 72.2 percent remained employed after 6 months. For those that obtained part-time jobs, 88.2 percent retained their jobs after 30 days, and 59.5 percent were still employed after 6 months.

The average wage for participants securing full-time employment (as observed in the ten counties studied) was \$4.55 an hour, or \$728.20 per month; The average AFDC grant is \$378.21 per month. 1,280 of those employed were able to move off the AFDC roles completely, while 1,275 of those employed were in transition from welfare to work with significant reductions in their AFDC grant.

The total welfare savings as a result of reduced AFDC grants and termination of such grants is \$6,587,108.20. As the total FY 86 federal contribution to the Iowa WIN demonstration program is \$2,189,416.00, it is clear that the program does indeed pay for itself more than three times over.

While the numbers of WIN participants obtaining employment, and the subsequent welfare savings, have become the measuring rod of effective employment and training programs, it must also be noted that the WIN program works more closely with the 'hard-to-employ' than perhaps any other program of its kind. While the numbers clearly show that the Iowa WIN program is cost effective, it must also be

recognized that, due to the nature of the client population and the varied problems in living typically encountered by this group, the accomplishments of the Iowa WIN program are perhaps even more noteworthy.

3. How does mandatory participation compare with voluntary participation of AFDC recipients in the Iowa WIN demonstration program?

Up until 1975, all WIN counties in Iowa were mandatory. Due to a staff crunch, however, and the heavy work load of the income maintenance workers, it was felt that a voluntary county concept would result in reducing the amount of screening necessary to refer a client to the WIN program. Voluntary counties did not require the income maintenance workers to determine which clients were exempt from participation, thus reducing their workload. The counties that were deemed volunteer counties were almost exclusively determined by their remoteness to WIN services. If client travel exceeded an hour each way, the county was chosen as a volunteer county. In these counties a member of the eligible group may volunteer for WIN but is not required to co-operate or participate in the WIN program as a condition of AFDC eligibility.

Again, AFDC recipients can be considered exempt from WIN participation if the recipient is under age 18 attending school full-time, incapacitated due to illness or age, needed at home full time to care for children under age 6, needed at home to care for ill household member, remote from a WIN office, or working more than 30 hours a week. In mandatory participation counties, those who choose to participate in WIN even though exempt from doing so are considered volunteers. Voluntary counties, as discussed, exempt the entire AFDC

population of that county from participating in WIN, and any AFDC recipients who choose to participate do so voluntarily. These volunteer counties include:

Appanoose	Harrison	Mahaska	Shelby
Boone	Jasper	Marion	Story
Calhoun	Keokuk	Mills	Tama
Dallas	Louisa	Monroe	Van Buren
Davis	Lucas	Pocahontas	Warren
Fremont	Madison	Poweshiek	Wayne
			Wright

In the mandatory WIN counties (following) non-exempt members of the eligible group are required to co-operate and participate in the WIN program as a condition of AFDC eligibility. These counties include:

Audubon	Greene	Jefferson	Polk
Carroll	Guthrie	Lee	Pottawattamie
Cass	Hamilton	Marshall	Sac
Cherokee	Hardin	Montgomery	Wapello
Crawford	Henry	Page	Webster
Des Moines	Humboldt	Plymoth	Woodbury

100 percent of the WIN staff responding to the survey stated that the WIN program definitely should be made mandatory. Views varied on whether it should be mandatory for all eligibles, and some suggested that the exemptions from participation be reduced. Others said that the program should be mandatory for all AFDC recipients who do not have school age children, though some thought that after children reach age two or three, the parent should no longer be exempt from WIN participation.

The WIN staff generally believed that voluntary participation was not compatible with client self-esteem, and that a voluntary approach would require a greater level of self confidence than the average WIN

client typically possessess. The mandatory approach helps develop such confidence, thus creating opportunities otherwise not realized. For many of the respondents, mandatory participation appeared to be the key to the effectiveness of the program.

In comparing the participation rate (the percent of registered clients who actually participate in WIN services), the mandatory counties had an average of 73 percent participation rate while the voluntary counties and the voluntary registrants in mandatory counties had an average participation rate of 64 percent. The Unemployed Parent participation rate, however, was higher in voluntary counties (78%) than in mandatory (70%). With regard to placement rates (percentage of participants to obtain jobs), mandatory counties had a significantly higher rate (39%) than did voluntary counties (14%). That mandatory counties are ususally more populated and may have more employment opportunities may be one explanation for higher placement rates in mandatory counties.

4. What are the attitudes and concerns of the WIN staff with regard to the program?

Thirty-nine survey questionnaires were sent to the Iowa WIN staff directly responsible for service delivery in five WIN demonstration projects. Thirty-six staff (including 5 program managers) responded.

With regard to the statement of the objective of the WIN demonstration program, 93 percent of the respondents stated the objective as being to assist welfare recipients in obtaining employment to reduce or eliminate dependency on welfare. A few stated the objective as being to help improve client self image, and assist him/her developing a more hopeful outlook through employment.

77.8 percent of the respondents felt that the best measure of success of the program was the number of registrants employed and remaining independent of AFDC. Over 11 percent mentioned welfare savings as the primary method for measuring success of the program.

With regard to staff experience, over 25 percent of the respondents stated that they have been working in their current positions over 10 years, 16.7 percent have been in the same job between 6 and 10 years, 25 percent from 3 to 6 years, and 33.3 from 1 to 3 years. Over 80 percent had prior social service experience before working in the WIN program.

75 percent of the respondents stated that their WIN offices often hold meetings to discuss policy, problems, ideas, and/or strategies involved in their jobs; While 61 percent said that they often or sometimes talked with the State WIN staff, 38.9 percent responded 'almost never' or 'never'. 66.7 percent stated, however, that someone from the State WIN office had visited their office 'many times' or 'a few times'; 22.2 percent said 'once or twice'. 52.8 percent of the respondents stated that no one from the Washinton, D.C. office had ever visited their project.

With regard to staff assessment of the area's labor market, 75 percent responded either that 'jobs are available for those who really want them' or 'jobs are available if one has the right training'. This assessment did differ significantly among the five projects.

Impressions of the Community Work Experience program were generally positive, with 44.5 percent stating that the program was very worthwhile or generally helpful to clients. Those that had negative statements about the program (approximately 20 percent) felt

that it encouraged client complacency and many times acted as a barrier to real employment.

With regard to other program which WIN works closely, the most frequently mentioned programs were (in order of frequency) Job Training Partnership Act (58%), Vocational Rehabilitation (55%), Job Service (47%), and Community College or university related programs (33%). Several respondents also mentioned Catholic Social Services. The most frequent combination of services was JTPA and Job Service. The services mentioned most often as being especially helpful to the WIN program in its efforts to meet its goals were Job Service and JTPA. Several respondents did comment, however, that JTPA was helpful only with the very 'workable' clients and tended to cream the best and most skilled clients, and leave the most difficult clients for WIN. Others mentioned that due to JTPA's precarious funding situation, the program is often not reliable in following through with vocational plans it makes with clients.

With regard to staff morale and job satisfaction, respondents generally rated their own job satisfaction high or very high (63.9%) although expressed frustration with funding cut backs and the low priority the program is given in Congress. Office morale was generally high (40%), and when it wasn't (16% responded 'very low'), most commented that it was difficult to keep up the morale when the program's funding has been slashed in half and the very existence of the program is continually threatened.

In examining the effect that the different variables had on staff morale, it is interesting to note that the two variables which appeared to have at least moderate relationships with the level of morale were the frequency of site visits by the State WIN office (.41)

and the frequency of office meetings held to discuss problems, policy and strategy (.39). (See Attachments G1 and G2) Other variables such as years experience in present position and prior experience did not have any noticeable relationship to staff morale. (See attachments G3 and G4) It should be noted here, however, that information obtained from the respondents indicated that the single most powerful determinant of the level of staff morale was the assurance (or lack thereof) that the program would be funded at adequate levels.

When asked to rate how much of a difference the Iowa WIN demonstration program makes on AFDC recipient efforts to move into productive employment and off the AFDC rolls, over 83 percent of the respondents stated that it made 'a great difference'. Many respondents took the time to discuss in detail the unique merits of the program. For example:

"The WIN program is one of the few programs that offers people an opportunity to change their lives for the better. Many AFDC clients receive little encouragement or hope, and get trapped into welfare dependency because they feel powerless to change their lives. WIN provides the kind of help needed to enable persons to become self-sufficient."

"The WIN program makes a great difference. The highly motivated we facilitate, the less motivated we stimulate."

With regard to recommendations made by staff, the eight most frequent comments included (in order of frequency):

1. Fund WIN adequately; We are limited by constant threats of elimination.
2. Make WIN mandatory for all eligible clients.
3. Expand WIN statewide.
4. Staff WIN adequately.
5. Reinstate individual job search component.
6. Restore petty cash.
7. Reduce paperwork.
8. Make medical coverage available to those employed but receiving no benefits and earning too much to receive AFDC (and Medicaid).

The vast majority of the WIN staff responding to the questionnaire were very proud of the program's efforts, convinced that an extremely necessary and real service was being provided that otherwise would not exist, but were continually frustrated with the precarious funding and lack of political support on the federal, as well as State and local, level.

5. What environmental factors affect the number of WIN participants employed and their job retention rates?

There was a variety of data gathered by WIN staff in each of the five projects; This data was compiled by county and the relationship of many of these variables (See Attachment B) to the number of participants employed, the 30 day, and the six month job retention rates was analyzed.

The number of WIN participants employed was one measure of success of the program, and was a dependent variable in this analysis. When the independent variables were measured against the number of WIN participants employed, the variables which had the strongest positive association to the number of WIN participants securing employment were: population (.89), voluntary participation (.88), mandatory participation (.94), frequency of female headed households in included counties (.87), and frequency of female headed households with children under age 6 (.94). (See Attachments H1-H20)

In other words, according to the Pearson correlation coefficient, the greater the population, the participation in the program by both mandatory and voluntary registrants, and the numbers of female headed households with children under 6, the greater the numbers of WIN participants employed. Again, with a sample size of only 10 counties,

the relationships are perhaps deceptively strong and not as reliable as they might be if the sample had been larger.

It is interesting to note, however, that the higher the counties population of exempt households (i.e. households with children under 6), the higher the employment placement rate of WIN participants; This independent variable had the strongest positive relationship to the dependent variable. Such a relationship could be explained in a variety of ways; One explanation might be that the strong association is due to counties with the greatest number of female headed households also being the counties with the highest general populations and greater numbers of total WIN participants, thus increasing the overall possibilities for placements; That the population variable also had a strong association to the dependent variable would tend to support this explanation. Indeed, such an explanation could apply to each of the five independent variables mentioned. It is thus important to look beyond these five variables and examine some of the others which had a lower Pearson correlation coefficient, but are perhaps more meaningful in a study of the WIN program.

The other independent variables---education, number of children, number of years on AFDC, unemployment rate, the county mean wage, the average wage of WIN participants who secured employment, and the percent of poverty---lend some interesting, though by no means conclusive, insights into the workings of the Iowa WIN Demonstration project. (See Attachments H21-H39)

For example, the county's mean wage does show a moderately strong relationship to the number of WIN participants employed (correlation

coefficient= .49); As the mean wage increases, so too does the number of WIN participants securing employment (See table and graph). The number of years a WIN participant spent on AFDC prior to becoming employed also had a moderately strong relationship with the dependent variable (.48); As the average number of years spent on AFDC increased, the number of participants employed also increased, for the most part. (See Attachments H27-H29)

In addition, it is interesting to note that the unemployment rate of each county had a low correlation with the dependent variable, as did the average wage of the WIN participant, the number of kids each participant had, and the level of education of each participant. The correlation coefficient for these variables was approximately .37. The variable which showed the weakest correlation was the percent of poverty in each county; The counties' poverty rate had almost no association with the number of WIN participants employed. (See Attachments H37 and H38)

As one would expect, those variables which had the highest correlation coefficients also had the highest R-Squares. For example, female headed households with children under age 6 had a R-Square of .89; In effect, this statistic is telling us that the independent variable---female headed households with children under age 6---can account for 89 percent of the variation in the dependent variable, WIN participants employed. The unusually high R-Squares in the other four variables---population, female households, mandatory participation, and voluntary participation---might again be explained by the simple observation that as each increases, the likelihood of increased employment also becomes greater; It may be more a function of the numbers involved than of the variable itself. Each of these

independent variables individually accounts for between 76 and 89 percent of the variation in the dependent variable. Again, the small sample size might also account for the high R-Squares.

The R-Square for the independent variable 'time on AFDC prior to employment' was .23; Twenty-three percent of the variation in the number of WIN participants employed could be explained by the length of time participants were on AFDC. Similarly, the county mean wage could account for 24 percent of the variation in the dependent variable. (See Attachments H21-H23)

The smallest standard error of the estimate of the independent variables discussed is the population variable. This variable had a very strong Pearson correlation coefficient (.88), as well as a very high R-Square (.79). With its small standard error, it is likely that population does indeed affect the numbers of WIN participants employed; As population increases, so will the number of participants securing employment. It is also likely that population centers tend to have more and better employment opportunities, and may well account, at least in part, for this phenomenon. (For comparison, See Attachment H-40)

The counties' mean wage also had a relatively low standard error, suggesting that it is indeed likely that the mean wage accounts for almost 25 percent of the variation in the dependent variable. This is a reasonable relationship it seems, as one would expect that the greater the difference between the average AFDC grant and the average wage, the more incentive there might be to make the transition from welfare to work. Obviously, this alone would not account for the variation in the dependent variable, but it is certainly possible that it could account for 25 percent of such variation.

The standard errors for each of the other independent variables discussed were beyond the acceptable .05 level, which suggests that while the correlation coefficient and the R-Square may have pointed to interesting relationships between the independent and dependent variables, the standard error is great enough to cause concern about their legitimacy. (See Attachment H-40)

Two other dependent variables were also examined, the 30 day and the 6 month employment retention rates. Both of these were also examined in light of the independent variables.

The independent variable with the strongest relationship to the 30 day retention rate variable was the number of male WIN participants. (See Attachments I1-I19) The Pearson correlation coefficient was .97, and the R-Square was .96. The standard error, however, exceeded the acceptable .05 level with .08 as the error. As both the correlation coefficient and the R-Square were extremely high and the standard error, while outside the acceptable range, did not completely negate the strong relationship, it is likely that the number of male participants does have an influence on the number of those employed who retain their jobs at least 30 days. This may be due in part to the participation of male participants in the Unemployed Parent-Community Work Experience Program. Involvement in the work experience component appears to generate a higher retention rate than some of the other components, as was previously discussed. This variable could account, perhaps, for some of the variation in the 30 day retention rate.

The population variable also had an unusually high correlation coefficient and R-Square, but it, unlike some of the other independent

obtaining employment, clearly at greater cost to the taxpayer.

Recognizing that long term job retention rates are highest in the components of the program which also initially have the greatest cost suggests that greater client participation in classroom training and work experience would, in the long term, generate greater welfare savings. It does, however, require both a financial and political commitment to that kind of long term goal. Unfortunately, such commitments are presently waning.

There seems to be less than adequate involvement by the federal administering office in the workings of the State WIN programs. The Urban Institute suggests that a frequent, structured monitoring of the program implementation by federal administrators be undertaken. In the WIN staff survey, over half of the respondents stated that no one from the federal WIN office had ever visited their offices. Indeed, some of the respondents had never heard of the federal office which oversees the State WIN offices. Perhaps this is indicative of Administration support of the program. At any rate, increased interest, involvement, and support of effective work and training programs for welfare recipients, such as the Iowa WIN demonstration program, is certainly necessary if we hope to expand on such efforts.

The system of services offered through the Iowa WIN program is clearly comprehensive, allowing a participant to progress from one component to the next. An additional component---grant diversion---would supplement this package of services in an important way. Grant diversion allows States to use the AFDC benefits as a wage subsidy to encourage employers to hire AFDC recipients. While it is usually for a limited period of time (6 months maximum), it does act as an

incentive to employers who might not otherwise consider employing someone. This program component would allow the WIN participant to learn and perform a service while receiving a salary. This kind of employer incentive is especially warranted in economically depressed areas like Iowa, where suitable jobs are often scarce.

While perhaps not considered by most to be politically or financially feasible, it is important to recognize the need to expand health insurance to cover those WIN participants who have made the step from welfare to work, but are not covered by their employers. This loss of health insurance (i.e. Medicaid) acts as a strong deterrent to heads of households who, if not for such a loss, might otherwise obtain employment.

The last recommendation is one which attempts to address Iowa WIN staff shortages due to staff reassignments to other DHS programs. While these are clearly a result of overall State funding cuts, it was evident in the surveys that WIN staff interpreted this as a lack of State support for the program. The damage to program effectiveness as a result of staff cutbacks and reassignments should perhaps be quantified to allow a clearer picture of its impact. For example, the loss of one staff person might mean a reduction in the number of x participants employed, which ultimately means greater cost to both State and federal government.

IX. Conclusions

Taking into consideration the limitations of this study as discussed in Section V, it has clearly generated some interesting observations regarding the workings of the Iowa Work Incentive

Program. Referring back to the 1981 Urban Institute evaluation and suggested program design for welfare-employment programs (See Literature Review, Section III), the Iowa WIN program has effectively incorporated several of the program design suggestions into the administration of its own program. Indeed, some of The Urban Institute's research findings were borne out in this study as well. For example, one of their initial findings was that program achievements are significantly affected by socioeconomic factors. This was also illustrated in this study; population, the local mean wage, the number of female headed households with children under age 6, and the number of years WIN participants received AFDC benefits all had varying levels of influence on the number of participants obtaining employment. The retention rates were also influenced by several variables, including population, the number of mandatory participants, the number of female households with children under age 6, and the county mean wage.

The Urban Institute study also emphasizes the fact that certain types of employment services and delivery techniques are more effective than others. This notion was also examined in this study, showing that while Job Club appeared to be the component which had the greatest success in terms of the numbers of participants obtaining jobs, the retention rates were significantly greater in the classroom training and work experience components. An analysis of the various program components' impact on the ability of individual projects to meet their employment goals was also done; The Assessment component proved to have the strongest statistical association to the various employment goals reached.

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The Urban Institute study also suggested that the nature of linkages to social service agencies will influence program effectiveness. While this was not statistically analyzed in this study, it was indeed evident through comments from WIN staff and the Iowa WIN Director that WIN's ability to assist clients with child care and transportation costs has played a key role in the success of the program. A system of vouchers and reimbursements is used in the provision of such services.

In terms of cost effectiveness, for every federal dollar spent on the Iowa WIN program, at least three dollars were generated in welfare savings. It is important to note, as well, that WIN participants were able to secure a higher wage in relation to non-WIN participants, and that the average monthly salary was significantly greater than the average AFDC grant (\$728.20 vs. \$378.21).

With regard to the advantages and disadvantages of mandatory and voluntary participation in WIN, those who work closest with the program are convinced (100% of survey respondents) that the program would be much less effective if it were voluntary. Two of the most frequent recommendations of the staff were to expand the WIN demonstration program statewide and to make it mandatory, even tightening up the numbers of eligibles who are exempt from participation. Evidence of higher participation and placement rates in mandatory counties was discussed as well.

Staff concerns, attitudes, and opinions were reviewed as results of a survey questionnaire. Generally, the staff felt that job club was the most effective WIN component, with classroom training and work experience also rating highly. While there was obvious concern about future funding of the WIN program, there was, for the most part, an

obvious feeling of pride about the WIN program and what it has been able to accomplish. The most common staff recommendation was to fund the WIN program adequately. As funding for the program was cut in half for FY 87, this is likely to remain a concern for all those interested in the continuation of this vital effort.

X. ATTACHMENTS

ATTACHMENT A.....	Questionnaire variables
ATTACHMENT B.....	County Variables
ATTACHMENT C.....	Project Variables
ATTACHMENT D.....	Staff Questionnaire Sample
ATTACHMENTS F1-F14.....	Statistical measurements of project variables
ATTACHMENTS G1-G4.....	Statistical measurements of questionnaire variables
ATTACHMENTS H1-H40.....	Statistical measurements of county variables
ATTACHMENTS I1-I20.....	Statistical measurements of 30 day job retention
ATTACHMENTS J1-J16.....	Statistical measurements of 6 month job retention
ATTACHMENT K.....	State WIN Summary

Questionnaire Variables

project
 staff/manager
 objectives of program
 services provided:
 job search assistance
 job placement
 skills assessment
 vocational counseling
 vocational classroom training
 job training
 work experience program
 unemployed parent work experience
 follow up
 social services offered or referred to through WIN:
 child care
 home visits
 emergency transportation
 instruction on family planning
 instruction on home management
 personal counseling
 individualized training program
 follow-up
 best measure of success of program
 staff training
 frequency of office meetings
 frequency of staff contact with State WIN office
 perceived level of case responsibility
 level of job satisfaction
 frequency of visits from Washington office
 frequency of State office visits
 assessment of labor market
 frequency of win registrants who do not receive services
 -how staff decides who will/will not participate
 perception of workload
 impressions of Community Work Experience Program
 impressions of mandatory WIN participation
 other programs with which WIN works closely
 -those especially helpful to WIN
 perceived level of support (community, State, federal)
 general morale of WIN staff
 prior staff work experience
 length of service in current position
 effectiveness of WIN
 aspect of program especially effective
 recommendations

County Variables

county i.d.
mandatory or voluntary county
mandatory registrants
mandatory participants
voluntary registrants
voluntary participants
unemployed parent registrants
unemployed parent participants
total participants involved with JTPA
male participants
female participants
participant's years on AFDC (average)
participant's level of education (average)
participant's number of children
average age (broken down by five year intervals 15-60)
participants securing employment
registrants securing employment
average wage for participant
average wage for registrant
welfare savings for registrant
welfare savings for participant
number of participants retaining job over 30 days
number of registrants retaining job over 30 days
number of participants retaining job over 6 months
number of registrants retaining job over 6 months
number of participants not tracked because not yet 6 months
number of registrants not tracked because not yet 6 months

obtained from census (by county):

unemployment rate
mean wage rate
average weekly wage
numbers of female households
 with children under 6
percent in poverty
population

Project Variables

Project

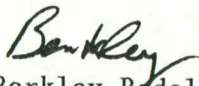
- percent of employment goal reached
- percent of participants retaining jobs over 30 days
- percent of participants retaining jobs over 6 months
- project's total employment figure
 - those obtaining employment as a result of:
 - own efforts
 - assessment
 - vocational training
 - job club
 - job search
 - work experience
 - subsidized employment

Thank you for taking the time to fill out this questionnaire. Your thoughtful responses are certainly a great help to me and my staff in our efforts to better understand this program. Confidentiality is assured.

When the questionnaire is complete, please use the provided self-addressed envelope for return to my office.

Again, thank you for your time and effort.

Sincerely,


Berkley Boddell
Member of Congress

Questionnaire

1. What do you consider to be the major objectives of the WIN Demonstration project?

2. Which of the following employment services does your office provide?

- | | |
|--|--|
| <input type="checkbox"/> job search assistance | <input type="checkbox"/> job training |
| <input type="checkbox"/> job placement | <input type="checkbox"/> work experience program |
| <input type="checkbox"/> skills assessment | <input type="checkbox"/> Unemployed Parent work experience program |
| <input type="checkbox"/> vocational counseling | |
| <input type="checkbox"/> vocational classroom training | <input type="checkbox"/> follow-up |
| <input type="checkbox"/> other _____ | |

3. Which of the following social services are part of the WIN services your office provides?

- | | |
|---|--|
| <input type="checkbox"/> child care | <input type="checkbox"/> instruction on home management |
| <input type="checkbox"/> home visits | <input type="checkbox"/> personal counseling |
| <input type="checkbox"/> emergency transportation | <input type="checkbox"/> individualized training program |
| <input type="checkbox"/> instruction on family planning | <input type="checkbox"/> follow-up |
| <input type="checkbox"/> other _____ | |

4. What do you consider to be the best measure of success of the WIN program?

5. How were you trained for your present position?

6. How is the data used in your office which is collected to fulfill federal reporting requirements?

7. How often does your office hold meetings to discuss policy, problems, ideas and/or strategies involved in your job?

___ often

___ sometimes

___ almost never

___ never

8. How often do you talk with State WIN staff?

___ often

___ sometimes

___ almost never

___ never

9. How much responsibility do you feel you have with regard to service delivery and case management?

- total
- very much
- some
- very little
- none

10. How would you rate your own job satisfaction?

- very high
- high
- moderate
- low
- very low

11. How often has someone from the Washington Office of Family Assistance visited your office since you've been there?

- many times
- a few times
- once or twice
- never

12. How often has someone from the State WIN office visited your program since you've been there?

- many times
- a few times
- once or twice
- never

13. What is your assessment of the area's labor market?
- jobs are available for all who really want them
 - jobs are available if one has the right training
 - jobs are very few and far between even with training
 - there simply are no jobs
14. Are there some who register for WIN services but, due to lack of program resources, are never provided any services?
- many
 - several
 - hardly any
 - none
15. If yes to the above question, how do you determine who does or doesn't participate?
16. How do you feel about your caseload/workload?
- too heavy
 - just about right
 - too light
17. What are your impressions of the Community Work Experience Program?

18. Do you think participation in WIN should be mandatory? Please explain.

19. What is WIN's involvement with the Job Training Partnership Act (JTPA) program in your office?

20. With what other programs does WIN work closely?

21. Which of the above programs are especially helpful to the WIN program in its efforts to meet its program goals?

22. To what extent do you feel the WIN program is supported by the local community? the State government? federal government?

<u>Community</u>	State	Federal
___ strong	___ strong	___ strong
___ moderate	___ moderate	___ moderate
___ weak	___ weak	___ weak

23. How many full and part-time staff work on the WIN program in your office?

24. How would you characterize the general morale of the WIN staff?

___ high

___ moderate

___ low

25. Do you work on the WIN program exclusively, or are you also responsible to work on other programs as well? If so, which ones?

26. What did you do before working on the WIN program?

27. How long have you been working in your current position?

28. How much of a difference do you think the WIN program makes on AFDC recipients' efforts to move into productive employment and off the AFDC rolls?

___ a great difference

___ some

___ not much

___ none

29. Is there any one aspect of the WIN program which you feel is especially effective? Why?

30. If you could make some changes in the WIN program, what would they be?

THANK YOU!

EGOAL= Employment goal reached
 Ass= Assessment component

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STATISTICS FOR TABLE OF EGOAL BY ASS

Statistic	Value	ASE
Gamma	0.400	0.335
Kendall's Tau-b	0.400	0.335
Stuart's Tau-c	0.400	0.335
Somers' D CIR	0.400	0.335
Somers' D RIC	0.400	0.335
Pearson Correlation	0.693	0.186
Spearman Correlation	0.500	0.418
Lambda Asymmetric CIR	1.000	0.000
Lambda Asymmetric RIC	1.000	0.000
Lambda Symmetric	1.000	0.000
Uncertainty Coefficient CIR	1.000	0.000
Uncertainty Coefficient RIC	1.000	0.000
Uncertainty Coefficient Sym	1.000	0.000

Sample Size = 5

ASE is the asymptotic standard error.

RIC means row variable dependent on column variable.

EGOAL= Employment goal reached
 JS= Job Search component

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 4

STATISTICS FOR TABLE OF EGOAL BY JS

Statistic	Value	ASE
Gamma	0.000	0.490
Kendall's Tau-b	0.000	0.490
Stuart's Tau-c	0.000	0.490
Somers' D C R	0.000	0.490
Somers' D R C	0.000	0.490
Pearson Correlation	0.604	0.292
Spearman Correlation	0.100	0.622
Lambda Asymmetric C R	1.000	0.000
Lambda Asymmetric R C	1.000	0.000
Lambda Symmetric	1.000	0.000
Uncertainty Coefficient C R	1.000	0.000
Uncertainty Coefficient R C	1.000	0.000
Uncertainty Coefficient Sym	1.000	0.000

Sample Size = 5

ASE is the asymptotic standard error.

R|C means row variable dependent on column variable.

EGOAL= Employment goal reached
 SUBS= Subsidized employment (OJT)

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TABLE OF EGOAL BY SUBS

EGOAL	SUBS				Total
Frequency	0	3	4	8	
Percent					
Row Pct					
Col Pct					
74.6	1	0	0	0	1
	20.00	0.00	0.00	0.00	20.00
	100.00	0.00	0.00	0.00	
	100.00	0.00	0.00	0.00	
88.8	0	1	0	0	1
	0.00	20.00	0.00	0.00	20.00
	0.00	100.00	0.00	0.00	
	0.00	100.00	0.00	0.00	
98.7	0	0	1	0	1
	0.00	0.00	20.00	0.00	20.00
	0.00	0.00	100.00	0.00	
	0.00	0.00	50.00	0.00	
101.8	0	0	0	1	1
	0.00	0.00	0.00	20.00	20.00
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	100.00	
121.7	0	0	1	0	1
	0.00	0.00	20.00	0.00	20.00
	0.00	0.00	100.00	0.00	
	0.00	0.00	50.00	0.00	
Total	1	1	2	1	5
	20.00	20.00	40.00	20.00	100.00

EGOAL= Employment goal reached
 SUBS= Subsidized employment (OJT)

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STATISTICS FOR TABLE OF EGOAL BY SUBS

Statistic	Value	ASE
Gamma	0.778	0.249
Kendall's Tau-b	0.738	0.252
Stuart's Tau-c	0.747	0.278
Somers' D CIR	0.700	0.261
Somers' D RIC	0.778	0.249
Pearson Correlation	0.589	0.225
Spearman Correlation	0.821	0.230
Lambda Asymmetric CIR	1.000	0.000
Lambda Asymmetric RIC	0.750	0.217
Lambda Symmetric	0.857	0.138
Uncertainty Coefficient CIR	1.000	0.000
Uncertainty Coefficient RIC	0.828	0.094
Uncertainty Coefficient Sym	0.906	0.056

Sample Size = 5

ASE is the asymptotic standard error.

RIC means row variable dependent on column variable.

EGOAL= Employment goal reached
 JC= Job Club component

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TABLE OF EGOAL BY JC

EGOAL	JC	39	41	73	98	Total
74.6		0	0	0	1	1
		0.00	0.00	0.00	20.00	20.00
		0.00	0.00	0.00	100.00	
		0.00	0.00	0.00	100.00	
88.8		1	0	0	0	1
		20.00	0.00	0.00	0.00	20.00
		100.00	0.00	0.00	0.00	
		50.00	0.00	0.00	0.00	
98.7		1	0	0	0	1
		20.00	0.00	0.00	0.00	20.00
		100.00	0.00	0.00	0.00	
		50.00	0.00	0.00	0.00	
101.8		0	1	0	0	1
		0.00	20.00	0.00	0.00	20.00
		0.00	100.00	0.00	0.00	
		0.00	100.00	0.00	0.00	
121.7		0	0	1	0	1
		0.00	0.00	20.00	0.00	20.00
		0.00	0.00	100.00	0.00	
		0.00	0.00	100.00	0.00	
Total		2	1	1	1	5
		40.00	20.00	20.00	20.00	100.00

EGOAL= Employment goal reached
 JC= Job Club component

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STATISTICS FOR TABLE OF EGOAL BY JC

Statistic	Value	ASE
Gamma	0.111	0.561
Kendall's Tau-b	0.105	0.531
Stuart's Tau-c	0.107	0.535
Somers' D C R	0.100	0.502
Somers' D R C	0.111	0.561
Pearson Correlation	-0.262	0.466
Spearman Correlation	-0.051	0.658
Lambda Asymmetric C R	1.000	0.000
Lambda Asymmetric R C	0.750	0.217
Lambda Symmetric	0.857	0.138
Uncertainty Coefficient C R	1.000	0.000
Uncertainty Coefficient R C	0.828	0.094
Uncertainty Coefficient Sym	0.906	0.056

Sample Size = 5

ASE is the asymptotic standard error.

R|C means row variable dependent on column variable.

EGOAL= Employment goal reached
 WEXP= Work Experience component

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STATISTICS FOR TABLE OF EGOAL BY WEXP

Statistic	Value	ASE
Gamma	0.000	0.490
Kendall's Tau-b	0.000	0.490
Stuart's Tau-c	0.000	0.490
Somers' D C R	0.000	0.490
Somers' D R C	0.000	0.490
Pearson Correlation	-0.055	0.469
Spearman Correlation	-0.100	0.622
Lambda Asymmetric C R	1.000	0.000
Lambda Asymmetric R C	1.000	0.000
Lambda Symmetric	1.000	0.000
Uncertainty Coefficient C R	1.000	0.000
Uncertainty Coefficient R C	1.000	0.000
Uncertainty Coefficient Sym	1.000	0.000

Sample Size = 5

ASE is the asymptotic standard error.

R|C means row variable dependent on column variable.

EGOAL= Employment goal reached
SOBT= Self-obtained employment

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STATISTICS FOR TABLE OF EGOAL BY SOBT

Statistic	Value	ASE
Gamma	0.000	0.490
Kendall's Tau-b	0.000	0.490
Stuart's Tau-c	0.000	0.490
Somers' D C R	0.000	0.490
Somers' D R C	0.000	0.490
Pearson Correlation	-0.018	0.526
Spearman Correlation	-0.100	0.622
Lambda Asymmetric C R	1.000	0.000
Lambda Asymmetric R C	1.000	0.000
Lambda Symmetric	1.000	0.000
Uncertainty Coefficient C R	1.000	0.000
Uncertainty Coefficient R C	1.000	0.000
Uncertainty Coefficient Sym	1.000	0.000

Sample Size = 5

ASE is the asymptotic standard error.

R|C means row variable dependent on column variable.

EGOAL= Employment goal reached
 VTR= Vocational Training component

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STATISTICS FOR TABLE OF EGOAL BY VTR

Statistic	Value	ASE
Gamma	0.200	0.537
Kendall's Tau-b	0.200	0.537
Stuart's Tau-c	0.200	0.537
Somers' D C R	0.200	0.537
Somers' D R C	0.200	0.537
Pearson Correlation	0.049	0.458
Spearman Correlation	0.000	0.671
Lambda Asymmetric C R	1.000	0.000
Lambda Asymmetric R C	1.000	0.000
Lambda Symmetric	1.000	0.000
Uncertainty Coefficient C R	1.000	0.000
Uncertainty Coefficient R C	1.000	0.000
Uncertainty Coefficient Sym	1.000	0.000

Sample Size = 5

ASE is the asymptotic standard error.

R|C means row variable dependent on column variable.

STATISTICS FOR TABLE OF MORALE BY SVISIT

Statistic	Value	ASE
Gamma	0.553	0.115
Kendall's Tau-b	0.414	0.093
Stuart's Tau-c	0.397	0.091
Somers' D CIR	0.409	0.091
Somers' D RIC	0.420	0.098
Pearson Correlation	0.414	0.103
Spearman Correlation	0.498	0.107
Lambda Asymmetric CIR	0.227	0.183
Lambda Asymmetric RIC	0.217	0.168
Lambda Symmetric	0.222	0.150

MORALE= WIN staff morale

SVISIT= frequency of visits to WIN offices from State WIN office

STATISTICS FOR TABLE OF MORALE BY MEET

Statistic	Value	ASE
Gamma	0.688	0.171
Kendall's Tau-b	0.393	0.125
Stuart's Tau-c	0.317	0.120
Somers' D CIR	0.290	0.107
Somers' D RIC	0.533	0.158
Pearson Correlation	0.515	0.138
Spearman Correlation	0.432	0.139
Lambda Asymmetric CIR	0.000	0.222
Lambda Asymmetric RIC	0.130	0.107
Lambda Symmetric	0.094	0.115

MORALE= WIN staff morale
MEET= frequency of staff meetings

STATISTICS FOR TABLE OF MORALE BY YEARS

Statistic	Value	ASE
Gamma	0.148	0.204
Kendall's Tau-b	0.114	0.159
Stuart's Tau-c	0.111	0.156
Somers' D CIR	0.114	0.159
Somers' D RIC	0.113	0.159
Pearson Correlation	0.216	0.182
Spearman Correlation	0.135	0.184
Lambda Asymmetric CIR	0.250	0.153
Lambda Asymmetric RIC	0.261	0.129
Lambda Symmetric	0.255	0.128

MORALE= WIN staff morale

Years= years experience in present position

STATISTICS FOR TABLE OF MORALE BY EXP

Statistic	Value	ASE
Gamma	0.403	0.281
Kendall's Tau-b	0.200	0.151
Stuart's Tau-c	0.191	0.152
Somers' D CIR	0.131	0.102
Somers' D RIC	0.305	0.229
Pearson Correlation	0.280	0.174
Spearman Correlation	0.219	0.165
Lambda Asymmetric CIR	0.000	0.350
Lambda Asymmetric RIC	0.000	0.106
Lambda Symmetric	0.000	0.141

MORALE= WIN staff morale

EXP= prior experience

EMPPAR= number of WIN participants employed

MALE= number of males participating

General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	199981.098132	199981.098132	116.02	0.0001
Error	8	13789.801868	1723.725234		
Corrected Total	9	213770.900000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.935493	35.454970	41.5177701	117.10000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
MALE	1	199981.098132	199981.098132	116.02	0.0001

Source	DF	Type III SS	Mean Square	F Value	Pr > F
MALE	1	199981.098132	199981.098132	116.02	0.0001

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	11.90299710	0.73	0.4877	16.363336580
MALE	1.13972918	10.77	0.0001	0.1058135320

EMPPAR= number of WIN participants employed
 KIDS6= number of female headed households
 with children under age 6

General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	191141.754250	191141.754250	67.57	0.0001
Error	8	22629.145750	2828.643219		
Corrected Total	9	213770.900000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.894143	45.418438	53.1849905	117.10000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
KIDS6	1	191141.754250	191141.754250	67.57	0.0001

Source	DF	Type III SS	Mean Square	F Value	Pr > F
KIDS6	1	191141.754250	191141.754250	67.57	0.0001

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	11.12355433	0.52	0.6139	21.191230684
KIDS6	0.16773733	8.22	0.0001	0.0204052082

ENPPAR :

500

450

400

350

300

250

200

150

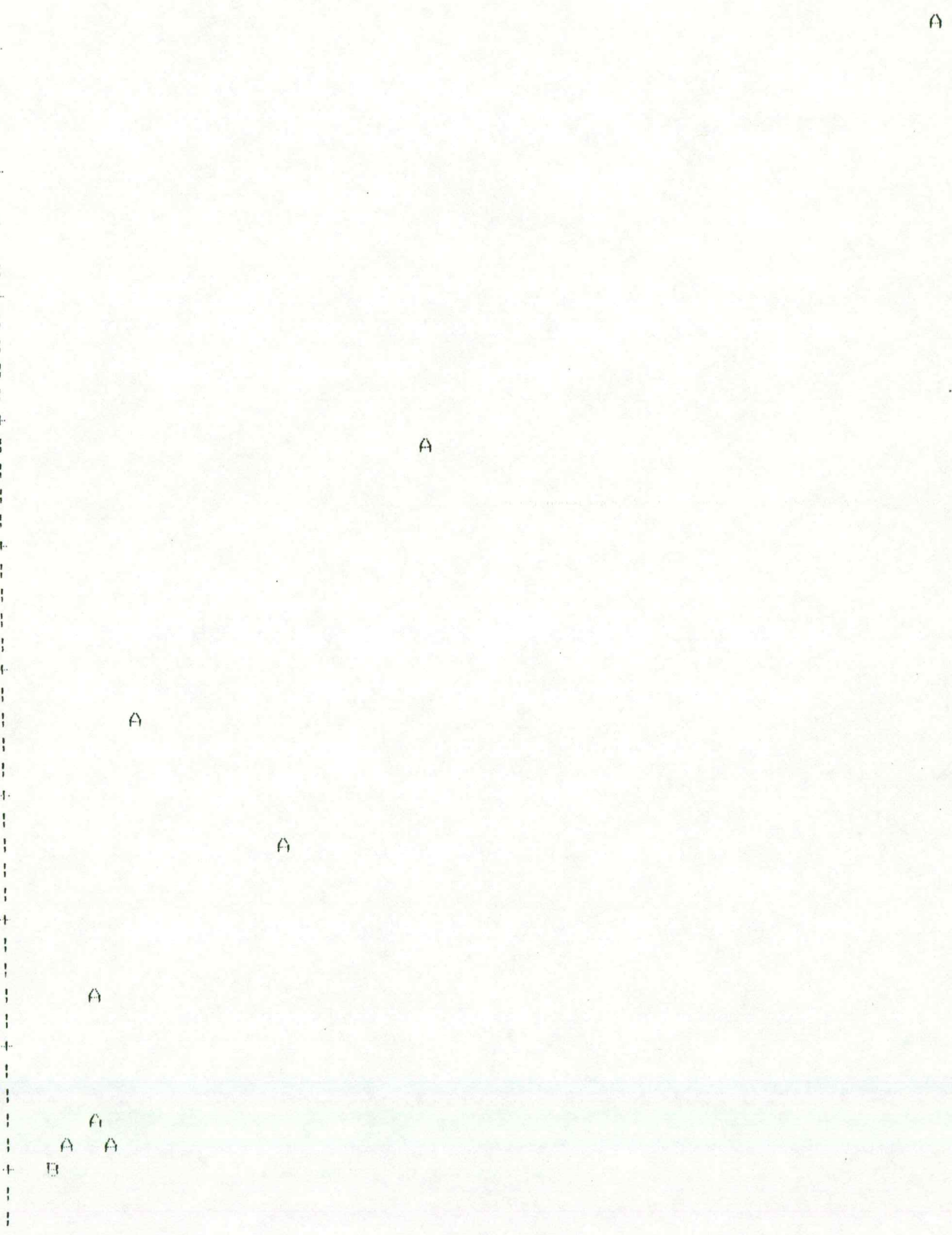
100

50

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0 500 1000 1500 2000 2500 3000

KIDS6



EMPPAR= number of WIN participants employed
KIDS6= number of female headed households
with children under age 6

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STATISTICS FOR TABLE OF EMPPAR BY KIDS6

Statistic	Value	ASE
Gamma	0.733	0.123
Kendall's Tau-b	0.733	0.123
Stuart's Tau-c	0.733	0.123
Somers' D CIR	0.733	0.123
Somers' D RIC	0.733	0.123
Pearson Correlation	0.946	0.039
Spearman Correlation	0.891	0.090

General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	190505.17160	190505.17160	65.51	0.0001
Error	8	23265.72840	2908.21605		
Corrected Total	9	213770.90000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.891165	46.052842	53.927878	117.10000000

General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Type I SS	Mean Square	F Value	Pr > F
MANPAR	1	190505.17160	190505.17160	65.51	0.0001

Source	DF	Type III SS	Mean Square	F Value	Pr > F
MANPAR	1	190505.17160	190505.17160	65.51	0.0001

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	35.98883151	1.82	0.1063	19.780184777
MANPAR	0.33404909	8.09	0.0001	0.0474511446

EMPPAR= number of WIN participants employed
 MANPAR= number of mandatory participants

STATISTICS FOR TABLE OF EMPPAR BY MANPAR

Statistic	Value	ASE
Gamma	1.000	0.000
Kendall's Tau-b	0.882	0.080
Stuart's Tau-c	0.840	0.152
Somers' D CIR	0.778	0.141
Somers' D RIC	1.000	0.000
Pearson Correlation	0.944	0.039
Spearman Correlation	0.937	0.061
Lambda Asymmetric CIR	1.000	0.000
Lambda Asymmetric RIC	0.556	0.166
Lambda Symmetric	0.714	0.137
Uncertainty Coefficient CIR	1.000	0.000
Uncertainty Coefficient RIC	0.651	0.111
Uncertainty Coefficient Sym	0.788	0.081

Sample Size = 10

ASE is the asymptotic standard error.

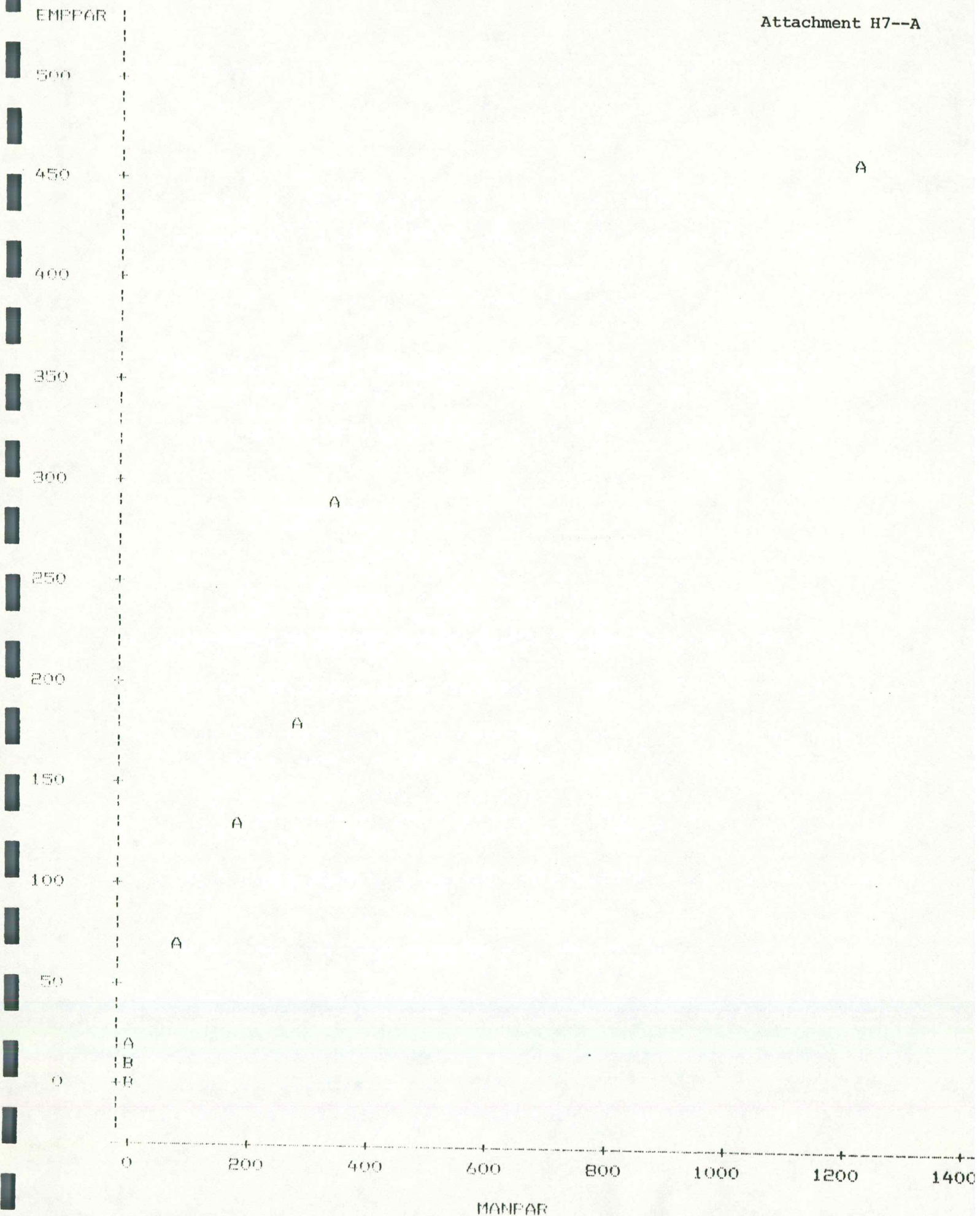
RIC means row variable dependent on column variable.

EMPPAR= number of WIN participant employed
 MANPAR= number of mandatory participants

Plot of EMPPAR*MANPAR

Legend: A = 1 obs, B = 2 obs, etc.

Attachment H7--A



General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	169436.776338	169436.776338	30.57	0.0006
Error	8	44334.123662	5541.765458		
Corrected Total	9	213770.900000			
		R-Square	C.V.	Root MSE	EMPPAR Mean
		0.792609	63.572190	74.4430350	117.10000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
POP	1	169436.776338	169436.776338	30.57	0.0006

Source	DF	Type III SS	Mean Square	F Value	Pr > F
POP	1	169436.776338	169436.776338	30.57	0.0006

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-1.473516416	-0.05	0.9642	31.843777976
POP	0.001592874	5.53	0.0006	0.0002880723

EMPPAR= number of WIN participants employed
POP= county population

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STATISTICS FOR TABLE OF EMPPAR BY POP

Statistic	Value	ASE
Gamma	0.733	0.151
Kendall's Tau-b	0.733	0.151
Stuart's Tau-c	0.733	0.151
Somers' D CIR	0.733	0.151
Somers' D RIC	0.733	0.151
Pearson Correlation	0.890	0.079
Spearman Correlation	0.842	0.142
Lambda Asymmetric CIR	1.000	0.000
Lambda Asymmetric RIC	1.000	0.000
Lambda Symmetric	1.000	0.000
Uncertainty Coefficient CIR	1.000	0.000
Uncertainty Coefficient RIC	1.000	0.000
Uncertainty Coefficient Sym	1.000	0.000

Sample Size = 10

ASE is the asymptotic standard error.

RIC means row variable dependent on column variable.

EMPPAR= number of WIN participants employed
POP= county population

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General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	168358.12449	168358.12449	29.66	0.0006
Error	8	45412.77551	5676.59694		
Corrected Total	9	213770.90000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.787563	64.340900	75.343194	117.10000000

General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Type I SS	Mean Square	F Value	Pr > F
VOLPAR	1	168358.12449	168358.12449	29.66	0.0006

Source	DF	Type III SS	Mean Square	F Value	Pr > F
VOLPAR	1	168358.12449	168358.12449	29.66	0.0006

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-4.159385242	-0.13	0.9017	32.610347835
VOLPAR	1.423232221	5.45	0.0006	0.2613381167

EMPPAR= number of WIN participants employed
VOLPAR= number of voluntary participants

STATISTICS FOR TABLE OF EMPPAR BY VOLPAR

Statistic	Value	ASE
Gamma	0.600	0.258
Kendall's Tau-b	0.600	0.258
Stuart's Tau-c	0.600	0.258
Somers' D CIR	0.600	0.258
Somers' D RIC	0.600	0.258
Pearson Correlation	0.887	0.084
Spearman Correlation	0.697	0.257
Lambda Asymmetric CIR	1.000	0.000
Lambda Asymmetric RIC	1.000	0.000
Lambda Symmetric	1.000	0.000
Uncertainty Coefficient CIR	1.000	0.000
Uncertainty Coefficient RIC	1.000	0.000
Uncertainty Coefficient Sym	1.000	0.000

Sample Size = 10

ASE is the asymptotic standard error.

RIC means row variable dependent on column variable.

EMPPAR= number of WIN participants employed

VOLPAR= voluntary participation

Plot of EMPPAR*VOLPAR

Legend: A = 1 obs, B = 2 obs, etc. Attachment H13 A

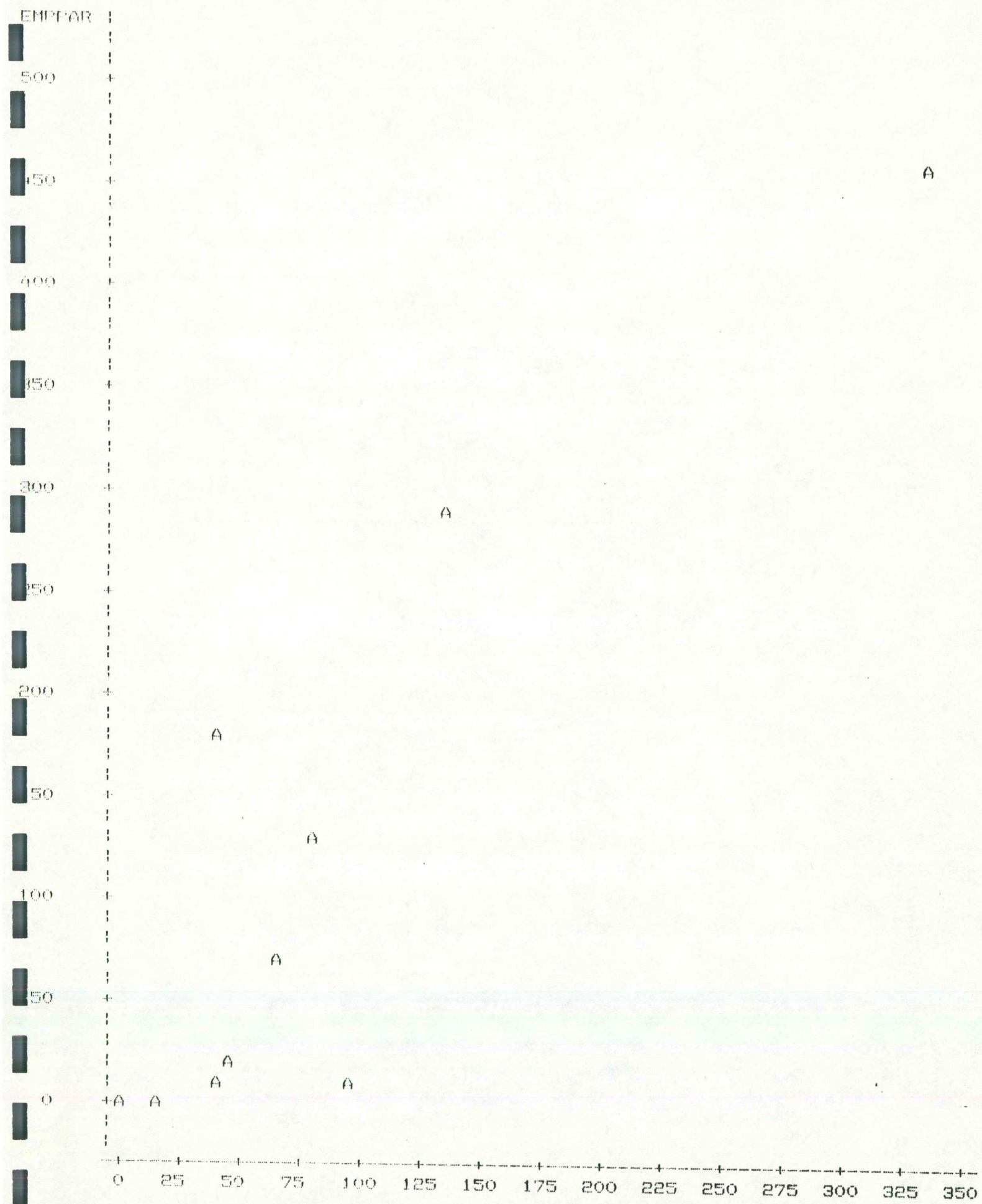


TABLE OF EMPPAR BY VOLPAR

Attachment H14

EMPPAR	VOLPAR					Total
Frequency	1	15	38	42	47	
Percent						
Row Pct						
Col Pct						
0	1	0	0	0	0	1
	10.00	0.00	0.00	0.00	0.00	10.00
	100.00	0.00	0.00	0.00	0.00	
	100.00	0.00	0.00	0.00	0.00	
1	0	1	0	0	0	1
	0.00	10.00	0.00	0.00	0.00	10.00
	0.00	100.00	0.00	0.00	0.00	
	0.00	100.00	0.00	0.00	0.00	
7	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
12	0	0	0	1	0	1
	0.00	0.00	0.00	10.00	0.00	10.00
	0.00	0.00	0.00	100.00	0.00	
	0.00	0.00	0.00	100.00	0.00	
18	0	0	0	0	1	1
	0.00	0.00	0.00	0.00	10.00	10.00
	0.00	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	0.00	100.00	
70	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
134	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
175	0	0	1	0	0	1
	0.00	0.00	10.00	0.00	0.00	10.00
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	100.00	0.00	0.00	
292	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
460	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
Total	1	1	1	1	1	10
	10.00	10.00	10.00	10.00	10.00	100.00

(Continued)

General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	163971.205571	163971.205571	26.34	0.0009
Error	8	49799.694429	6224.961804		
Corrected Total	9	213770.900000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.767042	67.376966	78.8984271	117.10000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
FEMHOU	1	163971.205571	163971.205571	26.34	0.0009

Source	DF	Type III SS	Mean Square	F Value	Pr > F
FEMHOU	1	163971.205571	163971.205571	26.34	0.0009

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	26.06397199	0.85	0.4193	30.612464337
FEMHOU	0.04371898	5.13	0.0009	0.0085183318

EMPPAR= number of WIN participants employed
 FEMHOU= number of female heads of households

STATISTICS FOR TABLE OF EMPPAR BY FEMHOU

Statistic	Value	ASE
Gamma	0.733	0.105
Kendall's Tau-b	0.733	0.105
Stuart's Tau-c	0.733	0.105
Somers' D CIR	0.733	0.105
Somers' D RIC	0.733	0.105
Pearson Correlation	0.876	0.096
Spearman Correlation	0.879	0.073
Lambda Asymmetric CIR	1.000	0.000
Lambda Asymmetric RIC	1.000	0.000
Lambda Symmetric	1.000	0.000
Uncertainty Coefficient CIR	1.000	0.000
Uncertainty Coefficient RIC	1.000	0.000
Uncertainty Coefficient Sym	1.000	0.000

Sample Size = 10

ASE is the asymptotic standard error.

RIC means row variable dependent on column variable.

EMPPAR= number of WIN participants employed
FEMHOU= number of female headed households

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General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	52398.1497026	52398.1497026	2.60	0.1457
Error	8	161372.7502974	20171.5937872		
Corrected Total	9	213770.9000000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.245114	121.28671	142.026736	117.10000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
MEANW	1	52398.149703	52398.149703	2.60	0.1457

Source	DF	Type III SS	Mean Square	F Value	Pr > F
MEANW	1	52398.1497026	52398.1497026	2.60	0.1457

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-674.7104858	-1.37	0.2086	493.33353052
MEANW	0.0432913	1.61	0.1457	0.0268604047

EMPPAR= number of WIN participants employed
 MEANW= county mean wage

STATISTICS FOR TABLE OF EMPPAR BY MEANW

Statistic	Value	ASE
Gamma	0.511	0.273
Kendall's Tau-b	0.511	0.273
Stuart's Tau-c	0.511	0.273
Somers' D CIR	0.511	0.273
Somers' D RIC	0.511	0.273
Pearson Correlation	0.495	0.210
Spearman Correlation	0.673	0.266
Lambda Asymmetric CIR	1.000	0.000
Lambda Asymmetric RIC	1.000	0.000
Lambda Symmetric	1.000	0.000
Uncertainty Coefficient CIR	1.000	0.000
Uncertainty Coefficient RIC	1.000	0.000
Uncertainty Coefficient Sym	1.000	0.000

Sample Size = 10

ASE is the asymptotic standard error.

EMPPAR= number of WIN participants employed

MEANW= county mean wage

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RIC means row variable dependent on column variable.

Plot of EMPAR*MEANW

Legend: A = 1 obs, B = 2 obs, etc.

Attachment H21r-A

EMPAR

500

450

400

350

300

250

200

150

100

50

0

14000

15000

16000

17000

18000

19000

20000

21000

MEANW

A

A

A

A

A

A

A

A

A

A



General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	49744.4101913	49744.4101913	2.43	0.1579
Error	8	164026.4898087	20503.3112261		
Corrected Total	9	213770.9000000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.232700	122.27991	143.189773	117.1000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
ADCYRS	1	49744.410191	49744.410191	2.43	0.1579

Source	DF	Type III SS	Mean Square	F Value	Pr > F
ADCYRS	1	49744.4101913	49744.4101913	2.43	0.1579

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-43.18185429	-0.38	0.7109	112.42407349
ADCYRS	83.26330093	1.56	0.1579	53.45563382

EMPPAR= number of WIN participants employed
 ADCYRS= number of years WIN participant receiving AFDC benefits

STATISTICS FOR TABLE OF EMPPAR BY ADCYRS

Statistic	Value	ASE
Gamma	0.273	0.271
Kendall's Tau-b	0.270	0.268
Stuart's Tau-c	0.270	0.268
Somers' D CIR	0.267	0.265
Somers' D RIC	0.273	0.271
Pearson Correlation	0.482	0.290
Spearman Correlation	0.365	0.346
Lambda Asymmetric CIR	1.000	0.000
Lambda Asymmetric RIC	0.889	0.105
Lambda Symmetric	0.941	0.059
Uncertainty Coefficient CIR	1.000	0.000
Uncertainty Coefficient RIC	0.940	0.038
Uncertainty Coefficient Sym	0.969	0.020

Sample Size = 10

ASE is the asymptotic standard error.

RIC means row variable dependent on column variable.

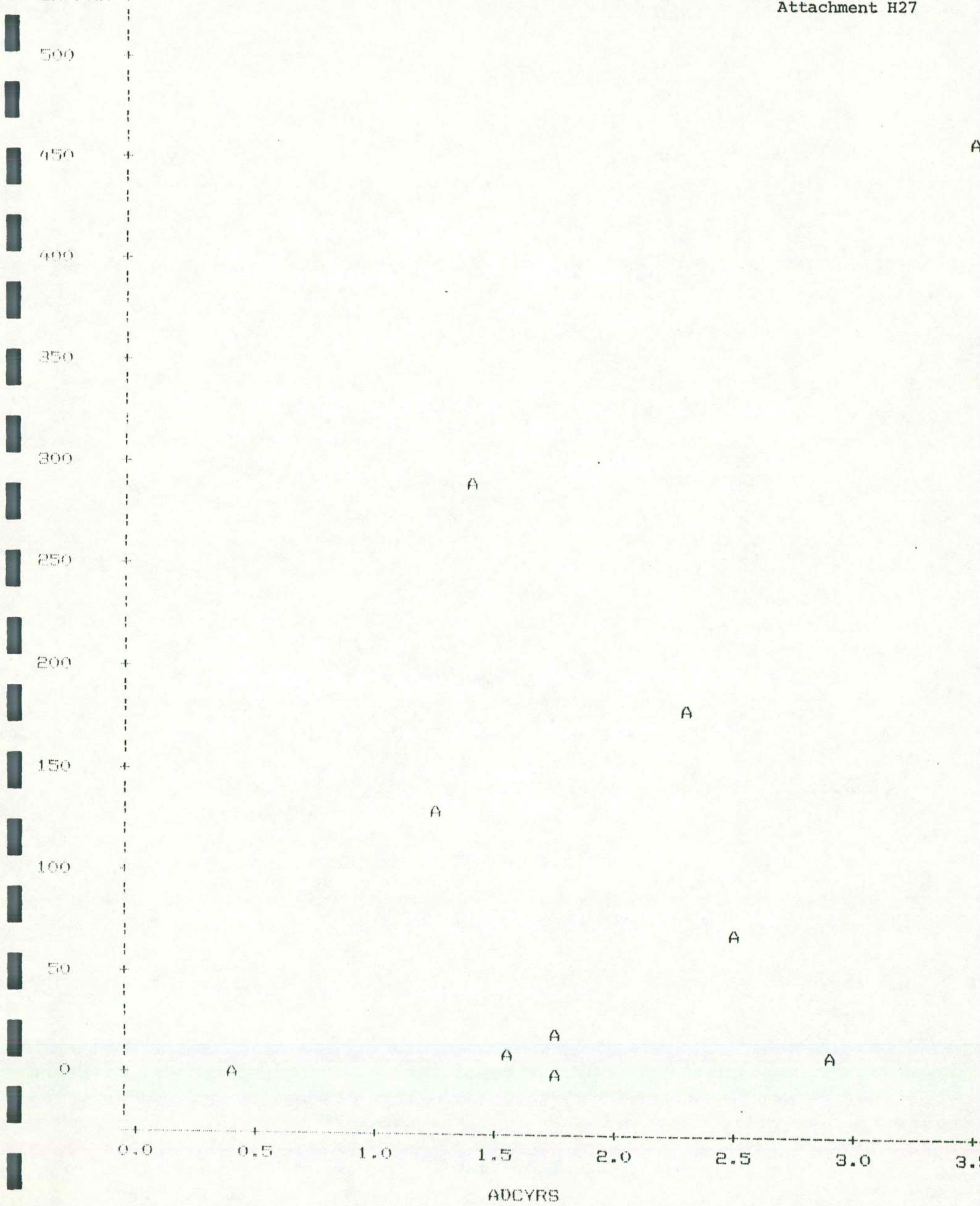
EMPPAR= number of WIN participants employed

ADCYRS= number of years WIN participant receiving AFDC benefits

TABLE OF EMPPAR BY ADCYRS

Attachment H26

EMPPAR	ADCYRS					Total
Frequency:						
Percent:						
Row Pct:						
Col Pct:	0.42	1.23	1.4	1.54	1.73	
0	1	0	0	0	0	1
	10.00	0.00	0.00	0.00	0.00	10.00
	100.00	0.00	0.00	0.00	0.00	
	100.00	0.00	0.00	0.00	0.00	
1	0	0	0	0	1	1
	0.00	0.00	0.00	0.00	10.00	10.00
	0.00	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	0.00	50.00	
9	0	0	0	1	0	1
	0.00	0.00	0.00	10.00	0.00	10.00
	0.00	0.00	0.00	100.00	0.00	
	0.00	0.00	0.00	100.00	0.00	
12	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
18	0	0	0	0	1	1
	0.00	0.00	0.00	0.00	10.00	10.00
	0.00	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	0.00	50.00	
70	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
134	0	1	0	0	0	1
	0.00	10.00	0.00	0.00	0.00	10.00
	0.00	100.00	0.00	0.00	0.00	
	0.00	100.00	0.00	0.00	0.00	
175	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
292	0	0	1	0	0	1
	0.00	0.00	10.00	0.00	0.00	10.00
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	100.00	0.00	0.00	
460	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
Total	1	1	1	1	2	10
	10.00	10.00	10.00	10.00	20.00	100.00



ADCYRS

TABLE OF EMPPAR BY ADCYRS

Attachment #28

EMPPAR	ADCYRS				Total
Frequency:					
Percent :					
Row Pct :					
Col Pct :	2.31	2.51	2.881	3.521	
0	0	0	0	0	1
	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
1	0	0	0	0	1
	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
9	0	0	0	0	1
	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
12	0	0	1	0	1
	0.00	0.00	10.00	0.00	10.00
	0.00	0.00	100.00	0.00	
	0.00	0.00	100.00	0.00	
18	0	0	0	0	1
	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
70	0	1	0	0	1
	0.00	10.00	0.00	0.00	10.00
	0.00	100.00	0.00	0.00	
	0.00	100.00	0.00	0.00	
134	0	0	0	0	1
	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
175	1	0	0	0	1
	10.00	0.00	0.00	0.00	10.00
	100.00	0.00	0.00	0.00	
	100.00	0.00	0.00	0.00	
292	0	0	0	0	1
	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
460	0	0	0	1	1
	0.00	0.00	0.00	10.00	10.00
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	100.00	
Total	1	1	1	1	10
	10.00	10.00	10.00	10.00	100.00

General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	34001.6351016	34001.6351016	1.51	0.2536
Error	8	179769.2648984	22471.1581123		
Corrected Total	9	213770.9000000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.159056	128.01352	149.903830	117.1000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
WAGEP	1	34001.635102	34001.635102	1.51	0.2536

Source	DF	Type III SS	Mean Square	F Value	Pr > F
WAGEP	1	34001.6351016	34001.6351016	1.51	0.2536

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	97.58478765	1.95	0.0867	49.988092945
WAGEP	0.01944674	1.23	0.2536	0.0158091909

EMPPAR=number of WIN participants employed

WAGEP= average wage of participant obtaining employment

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General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	33987.5647164	33987.5647164	1.51	0.2537
Error	8	179783.3352836	22472.9169105		
Corrected Total	9	213770.9000000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.158991	128.01853	149.909696	117.10000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
ED	1	33987.564716	33987.564716	1.51	0.2537

Source	DF	Type III SS	Mean Square	F Value	Pr > F
ED	1	33987.5647164	33987.5647164	1.51	0.2537

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	97.64440831	1.95	0.0865	49.975723343
ED	0.00194354	1.23	0.2537	0.0015803868

EMPPAR= number of WIN participants employed
ED= average number of years of education of WIN participants

General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	3210.81528372	3210.81528372	0.12	0.7359
Error	8	210560.0847163	26320.01058954		
Corrected Total	9	213770.9000000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.015020	138.54349	162.234431	117.10000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
PERPOV	1	3210.815284	3210.815284	0.12	0.7359

Source	DF	Type III SS	Mean Square	F Value	Pr > F
PERPOV	1	3210.8152837	3210.8152837	0.12	0.7359

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	172.6245742	1.03	0.3316	167.04518590
PERPOV	-7.6270020	-0.35	0.7359	21.83681158

EMPPAR= number of WIN participants employed
 PERPOV= percent poverty of each county studied

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STATISTICS FOR TABLE OF EMPPAR BY PERPOV

Statistic	Value	ASE
Gamma	-0.136	0.285
Kendall's Tau-b	-0.135	0.282
Stuart's Tau-c	-0.135	0.282
Somers' D CIR	-0.133	0.279
Somers' D RIC	-0.136	0.285
Pearson Correlation	-0.123	0.238
Spearman Correlation	-0.152	0.378
Lambda Asymmetric CIR	1.000	0.000
Lambda Asymmetric RIC	0.889	0.105
Lambda Symmetric	0.941	0.059
Uncertainty Coefficient CIR	1.000	0.000
Uncertainty Coefficient RIC	0.940	0.038
Uncertainty Coefficient Sym	0.969	0.020

Sample Size = 10

ASE is the asymptotic standard error.

RIC means row variable dependent on column variable.

EMPPAR= number of WIN participants employed
PERPOV= percent of poverty in each county studied

TABLE OF EMPPAR BY PERPOV

Attachment H33

EMPPAR	PERPOV				Total
Frequency:					
Percent :					
Row Pct :					
Col Pct :	7.7	8.9	9.2	13	
0	0	0	0	1	1
	0.00	0.00	0.00	10.00	10.00
	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	100.00	
1	0	1	0	0	1
	0.00	10.00	0.00	0.00	10.00
	0.00	100.00	0.00	0.00	
	0.00	100.00	0.00	0.00	
9	0	0	0	0	1
	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
12	0	0	0	0	1
	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
18	0	0	0	0	1
	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
70	0	0	0	0	1
	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
134	1	0	0	0	1
	10.00	0.00	0.00	0.00	10.00
	100.00	0.00	0.00	0.00	
	100.00	0.00	0.00	0.00	
175	0	0	0	0	1
	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
292	0	0	1	0	1
	0.00	0.00	10.00	0.00	10.00
	0.00	0.00	100.00	0.00	
	0.00	0.00	100.00	0.00	
460	0	0	0	0	1
	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	
Total	1	1	1	1	10
	10.00	10.00	10.00	10.00	100.00

TABLE OF EMPPAR BY PERPOV

Attachment H34

EMPPAR	PERPOV					Total
Frequency	5.4	5.5	5.6	5.9	6.1	
Percent						
Row Pct						
Col Pct						
0	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
1	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
9	0	0	0	1	0	1
	0.00	0.00	0.00	10.00	0.00	10.00
	0.00	0.00	0.00	100.00	0.00	
	0.00	0.00	0.00	100.00	0.00	
12	0	1	0	0	0	1
	0.00	10.00	0.00	0.00	0.00	10.00
	0.00	100.00	0.00	0.00	0.00	
	0.00	50.00	0.00	0.00	0.00	
18	1	0	0	0	0	1
	10.00	0.00	0.00	0.00	0.00	10.00
	100.00	0.00	0.00	0.00	0.00	
	100.00	0.00	0.00	0.00	0.00	
70	0	0	1	0	0	1
	0.00	0.00	10.00	0.00	0.00	10.00
	0.00	0.00	100.00	0.00	0.00	
	0.00	0.00	100.00	0.00	0.00	
134	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
175	0	1	0	0	0	1
	0.00	10.00	0.00	0.00	0.00	10.00
	0.00	100.00	0.00	0.00	0.00	
	0.00	50.00	0.00	0.00	0.00	
292	0	0	0	0	0	1
	0.00	0.00	0.00	0.00	0.00	10.00
	0.00	0.00	0.00	0.00	0.00	
	0.00	0.00	0.00	0.00	0.00	
460	0	0	0	0	1	1
	0.00	0.00	0.00	0.00	10.00	10.00
	0.00	0.00	0.00	0.00	100.00	
	0.00	0.00	0.00	0.00	100.00	
Total	1	2	1	1	1	10
	10.00	20.00	10.00	10.00	10.00	100.00

General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	30971.4777215	30971.4777215	1.36	0.2779
Error	8	182799.4222785	22849.9277848		
Corrected Total	9	213770.9000000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.144882	129.08790	151.161926	117.10000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
URATE	1	30971.477722	30971.477722	1.36	0.2779

Source	DF	Type III SS	Mean Square	F Value	Pr > F
URATE	1	30971.4777215	30971.4777215	1.36	0.2779

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-36.92139015	-0.26	0.7996	140.66585973
URATE	27.45479325	1.16	0.2779	23.58194543

EMPPAR= number of WIN participants employed
URATE= county unemployment rate

STATISTICS FOR TABLE OF EMPPAR BY URATE

Statistic	Value	ASE
Gamma	0.289	0.233
Kendall's Tau-b	0.289	0.233
Stuart's Tau-c	0.289	0.233
Somers' D CIR	0.289	0.233
Somers' D RIC	0.289	0.233
Pearson Correlation	0.381	0.195
Spearman Correlation	0.309	0.314
Lambda Asymmetric CIR	1.000	0.000
Lambda Asymmetric RIC	1.000	0.000
Lambda Symmetric	1.000	0.000

EMPPAR= number of WIN participants employed
URATE= county unemployment rate

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General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	30045.8501139	30045.8501139	1.31	0.2858
Error	8	183725.0498861	22965.6312358		
Corrected Total	9	213770.9000000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.140552	129.41431	151.544156	117.1000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
KIDS	1	30045.850114	30045.850114	1.31	0.2858

Source	DF	Type III SS	Mean Square	F Value	Pr > F
KIDS	1	30045.8501139	30045.8501139	1.31	0.2858

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-217.7293850	-0.73	0.4839	296.6289087
KIDS	184.9886105	1.14	0.2858	161.7305024

EMPPAR=number of WIN participants employed
 KIDS= average number of children per WIN participant

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General Linear Models Procedure

Dependent Variable: EMPPAR

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	7	210454.853749	30064.979107	18.13	0.0532
Error	2	3316.046251	1658.023125		
Corrected Total	9	213770.900000			

R-Square	C.V.	Root MSE	EMPPAR Mean
0.984488	34.772699	40.7188301	117.1000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
KIDS6	1	191141.754250	191141.754250	115.28	0.0086
POP	1	6719.622189	6719.622189	4.05	0.1817
MANPAR	1	6011.029748	6011.029748	3.63	0.1972
VOLPAR	1	1541.911134	1541.911134	0.93	0.4366
FEMHOU	1	3691.202921	3691.202921	2.23	0.2742
ADCYRS	1	684.167973	684.167973	0.41	0.5864
MEANW	1	665.165534	665.165534	0.40	0.5913

Source	DF	Type III SS	Mean Square	F Value	Pr > F
KIDS6	1	3840.76681368	3840.76681368	2.32	0.2674
POP	1	189.00939880	189.00939880	0.11	0.7672
MANPAR	1	7982.10052399	7982.10052399	4.81	0.1595
VOLPAR	1	234.36042353	234.36042353	0.14	0.7431
FEMHOU	1	2276.25265592	2276.25265592	1.37	0.3620
ADCYRS	1	1.66255750	1.66255750	0.00	0.9776
MEANW	1	665.16553449	665.16553449	0.40	0.5913

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-138.0811288	-0.68	0.5681	203.89646762
KIDS6	0.1922358	1.52	0.2674	0.1263049832
POP	0.0015269	0.34	0.7678	0.0045224392
MANPAR	0.4871389	2.19	0.1595	0.2220186876
VOLPAR	-0.8832692	-0.38	0.7431	2.3493421151
FEMHOU	-0.0849575	-1.17	0.3620	0.0725081793
ADCYRS	-1.5962753	-0.03	0.9776	50.409775081
MEANW	0.0094265	0.63	0.5913	0.0148825947

General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	166049.861350	166049.861350	242.77	0.0001
Error	8	5471.738650	683.967331		
Corrected Total	9	171521.600000			

R-Square	C.V.	Root MSE	RETP30 Mean
0.968099	25.195346	26.1527691	103.80000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
MALE	1	166049.861350	166049.861350	242.77	0.0001

Source	DF	Type III SS	Mean Square	F Value	Pr > F
MALE	1	166049.861350	166049.861350	242.77	0.0001

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	7.942046909	0.77	0.4631	10.307551736
MALE	1.038547704	15.58	0.0001	0.0666537934

RETP30= jobs retained after 30 days
 MALE= number of male participants

RETP30

450

400

350

300

250

200

150

100

50

0



A

AA

+B

0 50 100 150 200 250 300 350 400 450

A

A

A

A

A

General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	159023.278609	159023.278609	101.79	0.0001
Error	8	12498.321391	1562.290174		
Corrected Total	9	171521.600000			

R-Square	C.V.	Root MSE	RETP30 Mean
0.927133	38.078821	39.5258165	103.80000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
MANPAR	1	159023.278609	159023.278609	101.79	0.0001

Source	DF	Type III SS	Mean Square	F Value	Pr > F
MANPAR	1	159023.278609	159023.278609	101.79	0.0001

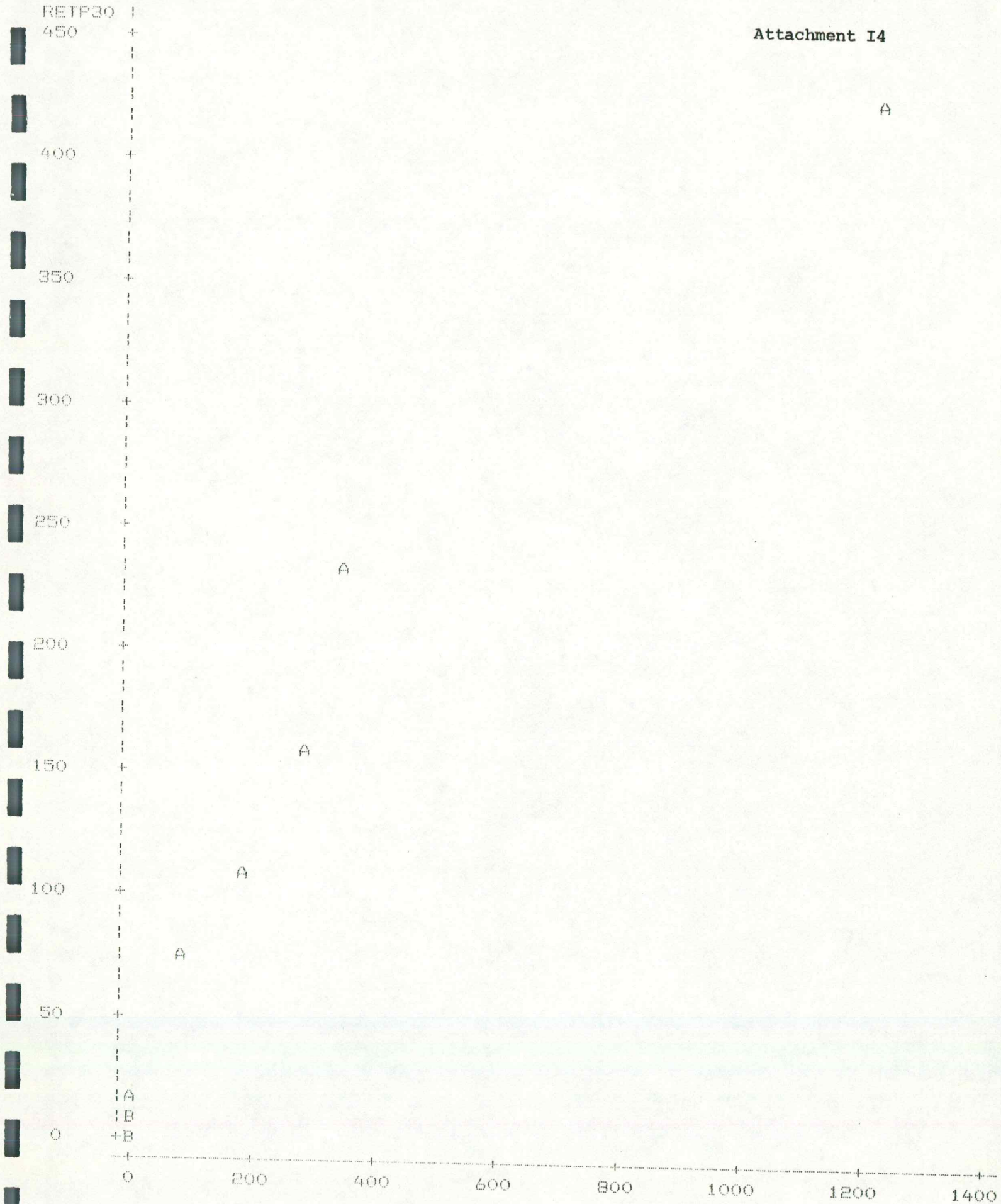
Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	29.69327438	2.05	0.0747	14.497658363
MANPAR	0.35088412	10.09	0.0001	0.0347787693

RETP30= jobs retained after 30 days
 MANPAR= number of mandatory participants

Plot of RETP30*MANPAR

Legend: A = 1 obs, B = 2 obs, etc.

Attachment I4



General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	153808.823472	153808.823472	69.47	0.0001
Error	8	17712.776528	2214.097066		
Corrected Total	9	171521.600000			

R-Square	C.V.	Root MSE	RETP30 Mean
0.896732	45.331592	47.0541929	103.80000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
KIDS6	1	153808.823472	153808.823472	69.47	0.0001

Source	DF	Type III SS	Mean Square	F Value	Pr > F
KIDS6	1	153808.823472	153808.823472	69.47	0.0001

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	8.734663238	0.47	0.6537	18.748452251
KIDS6	0.150467453	8.33	0.0001	0.0180530370

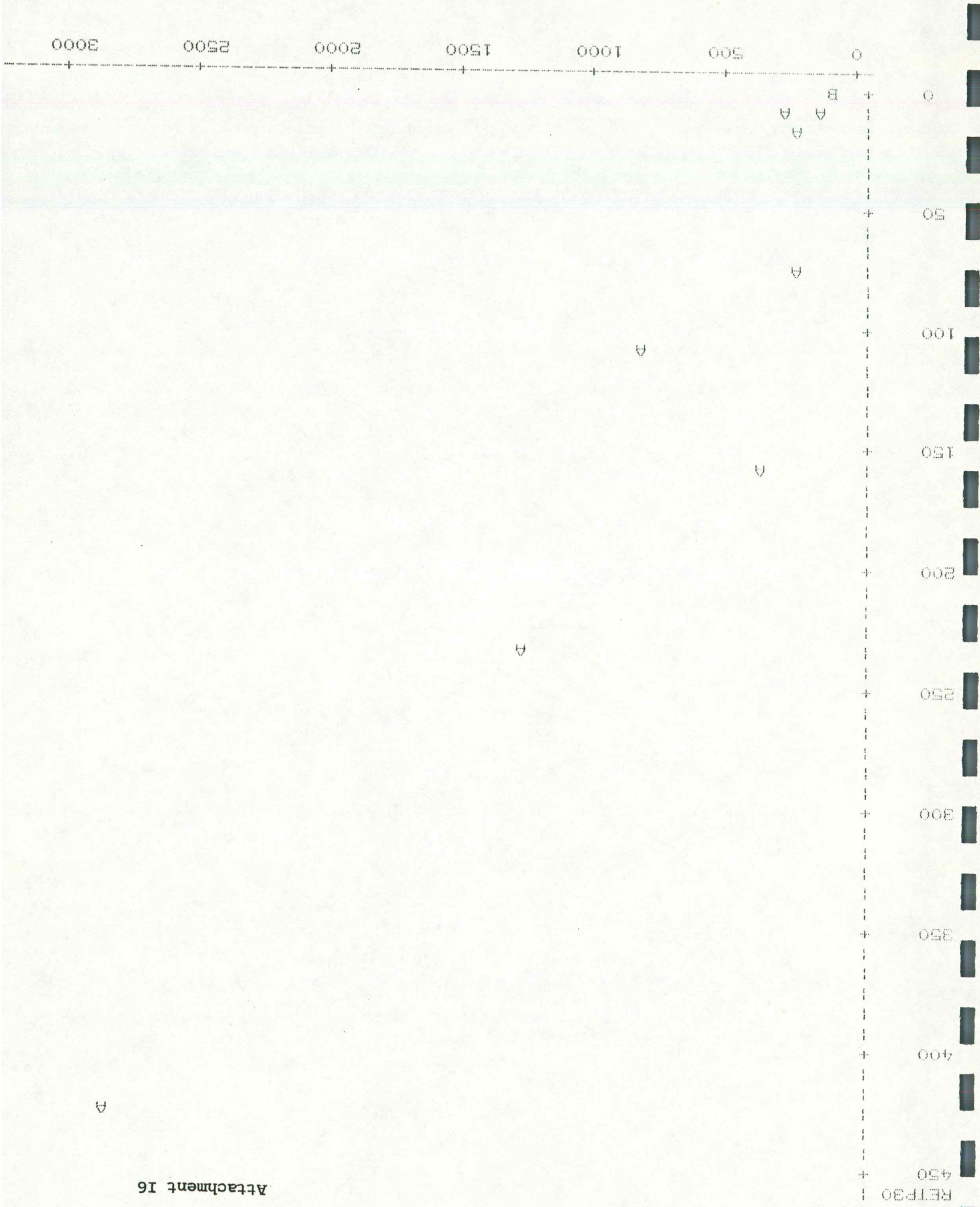
RETP30= jobs retained after 30 days

KIDS6= number of female headed households with children under age 6

Plot of RETP30*KIDS6

Legend: A = 1 obs, B = 2 obs, etc.

Attachment 16



General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	140190.247934	140190.247934	35.80	0.0003
Error	8	31331.352066	3916.419008		
Corrected Total	9	171521.600000			

R-Square	C.V.	Root MSE	RETP30 Mean
0.817333	60.290269	62.5812992	103.8000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
POP	1	140190.247934	140190.247934	35.80	0.0003

Source	DF	Type III SS	Mean Square	F Value	Pr > F
POP	1	140190.247934	140190.247934	35.80	0.0003

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-4.055615454	-0.15	0.8833	26.769797836
POP	0.001448893	5.98	0.0003	0.0002421710

RETP30= jobs retained after 30 days
POP= population

General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	138043.148930	138043.148930	32.99	0.0004
Error	8	33478.451070	4184.806384		
Corrected Total	9	171521.600000			
R-Square		0.804815	62.321849		
C.V.			64.6900795		
RETP30 Mean			103.8000000		
Source	DF	Type I SS	Mean Square	F Value	Pr > F
FEMHOU	1	138043.148930	138043.148930	32.99	0.0004
Source	DF	Type III SS	Mean Square	F Value	Pr > F
FEMHOU	1	138043.148930	138043.148930	32.99	0.0004

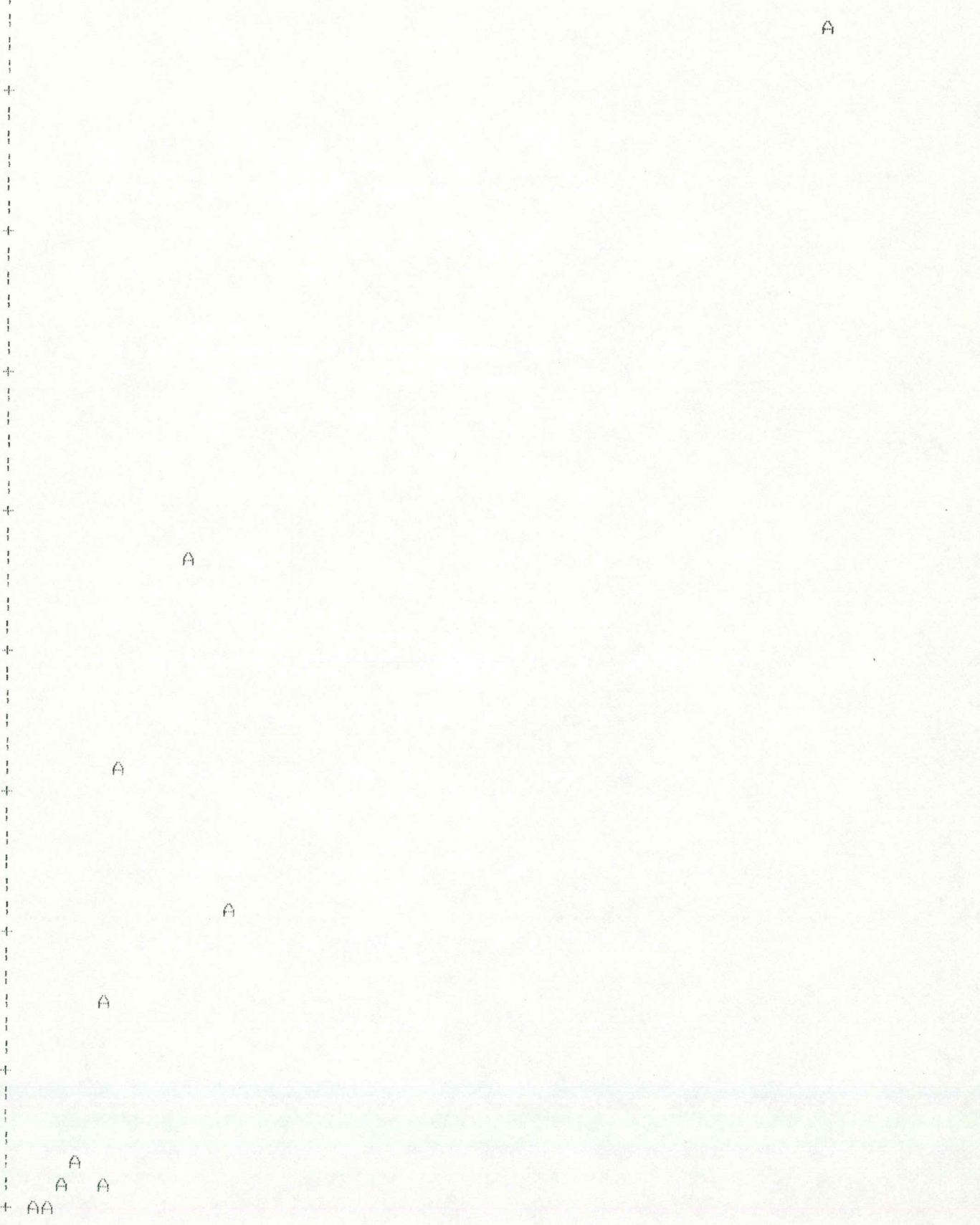
Parameter
 Estimate
 T for HO: Parameter=0
 Pr > |T|
 Std Error of Estimate

INTERCEPT	20.27106683	0.81	0.4427	25.099648031	0.0069843162
FEMHOU	0.04011378	5.74	0.0004		

RETP30 = jobs retained after 30 days
 FEMHOU = number of female headed households

RETP30
450
400
350
300
250
200
150
100
50
0

0 2000 4000 6000 8000 10000 12000



General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	138509.532039	138509.532039	33.57	0.0004
Error	8	33012.067961	4126.508495		
Corrected Total	9	171521.600000			

R-Square	C.V.	Root MSE	RETP30 Mean
0.807534	61.886229	64.2379054	103.80000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
VOLPAR	1	138509.532039	138509.532039	33.57	0.0004

Source	DF	Type III SS	Mean Square	F Value	Pr > F
VOLPAR	1	138509.532039	138509.532039	33.57	0.0004

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-6.186188874	-0.22	0.8295	27.803711509
VOLPAR	1.290917710	5.79	0.0004	0.2228179117

RETP30= jobs retained after 30 days
VOLPAR= number of voluntary participants

Plot of RETP30*VOLPAR

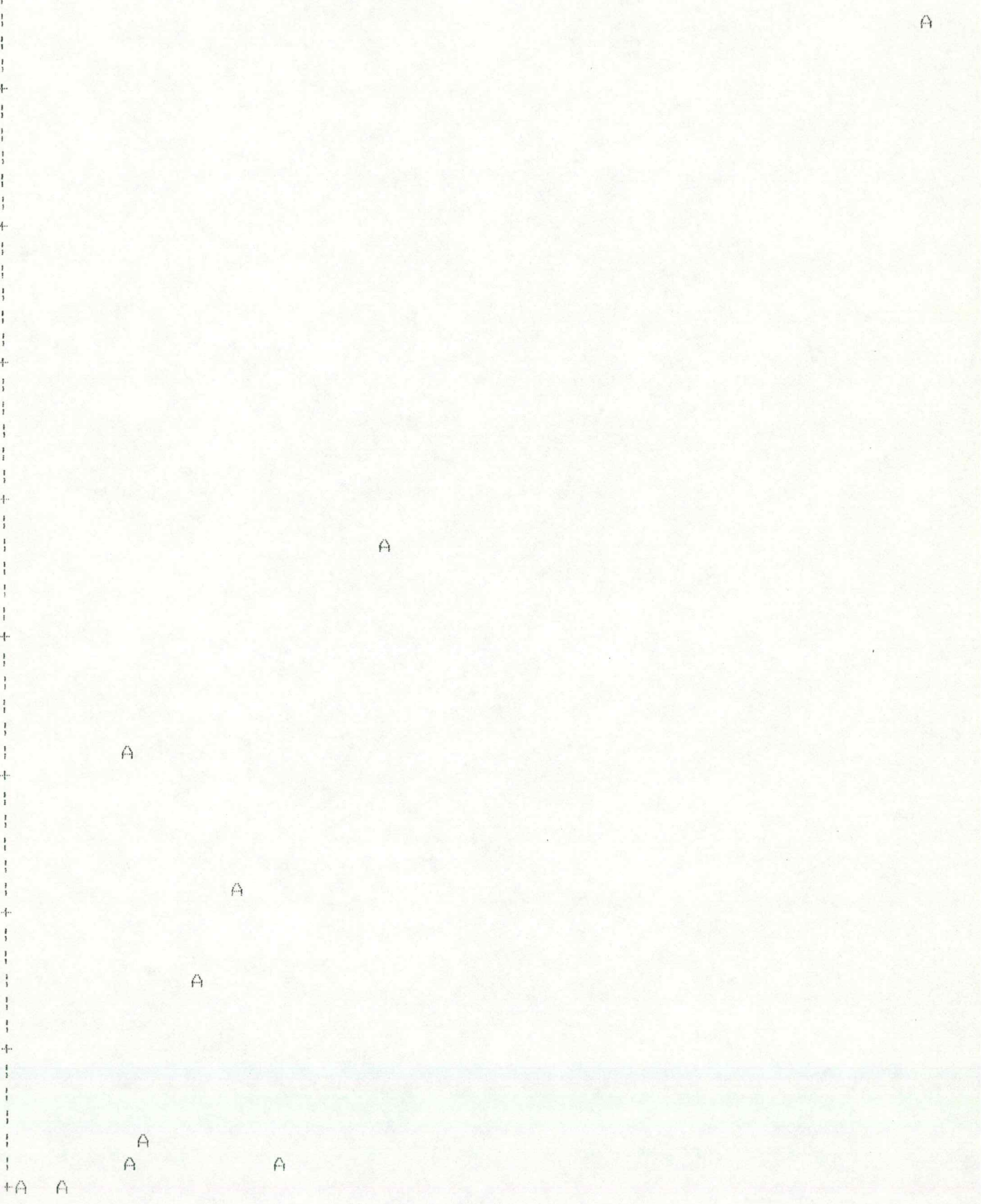
Legend: A = 1 obs, B = 2 obs, etc.

Attachment I12

RETP30

450 +
400 +
350 +
300 +
250 +
200 +
150 +
100 +
50 +
0 +

0 25 50 75 100 125 150 175 200 225 250 275 300 325 350



General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	48836.8546880	48836.8546880	3.18	0.1122
Error	8	122684.7453120	15335.5931640		
Corrected Total	9	171521.6000000			

R-Square	C.V.	Root MSE	RETP30 Mean
0.284727	119.30343	123.836962	103.8000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
ADCYRS	1	48836.854688	48836.854688	3.18	0.1122

Source	DF	Type III SS	Mean Square	F Value	Pr > F
ADCYRS	1	48836.8546880	48836.8546880	3.18	0.1122

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-55.01300303	-0.57	0.5870	97.22939972
ADCYRS	82.50026131	1.78	0.1122	46.23083853

RETP30= jobs retained after 30 days

ADCYRS= number of years participant has received AFDC benefits

General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	45900.4699344	45900.4699344	2.92	0.1257
Error	8	125621.1300656	15702.6412582		
Corrected Total	9	171521.6000000			

R-Square	C.V.	Root MSE	RETP30 Mean
0.267608	120.72272	125.310180	103.80000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
MEANW	1	45900.469934	45900.469934	2.92	0.1257

Source	DF	Type III SS	Mean Square	F Value	Pr > F
MEANW	1	45900.4699344	45900.4699344	2.92	0.1257

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-637.2915118	-1.46	0.1813	435.26814224
MEANW	0.0405183	1.71	0.1257	0.0236989333

RETP30= jobs retained after 30 days
 MEANW= mean wage

General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	22994.5455085	22994.5455085	1.24	0.2981
Error	8	148527.0544915	18565.8818114		
Corrected Total	9	171521.6000000			

R-Square	C.V.	Root MSE	RETP30 Mean
0.134062	131.26847	136.256676	103.80000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
URATE	1	22994.545509	22994.545509	1.24	0.2981

Source	DF	Type III SS	Mean Square	F Value	Pr > F
URATE	1	22994.5455085	22994.5455085	1.24	0.2981

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-28.91270170	-0.23	0.8253	126.79556980
URATE	23.65645307	1.11	0.2981	21.25665896

RETP30= jobs retained after 30 days
URATE= unemployment rate

General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	22215.1658314	22215.1658314	1.19	0.3070
Error	8	149306.4341686	18663.3042711		
Corrected Total	9	171521.6000000			

R-Square	C.V.	Root MSE	RETP30 Mean
0.129518	131.61243	136.613705	103.80000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
KIDS	1	22215.165831	22215.165831	1.19	0.3070

Source	DF	Type III SS	Mean Square	F Value	Pr > F
KIDS	1	22215.1658314	22215.1658314	1.19	0.3070

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-184.1095672	-0.69	0.5106	267.4043998
KIDS	159.0660592	1.09	0.3070	145.7964704

RETP30= jobs retained after 30 days

KIDS= average number of children per participant

General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	18844.5364879	18844.5364879	0.99	0.3495
Error	8	152677.0635121	19084.6329390		
Corrected Total	9	171521.6000000			

R-Square	C.V.	Root MSE	RETP30 Mean
0.109867	133.08973	138.147142	103.8000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
WAGEP	1	18844.536488	18844.536488	0.99	0.3495

Source	DF	Type III SS	Mean Square	F Value	Pr > F
WAGEP	1	18844.5364879	18844.5364879	0.99	0.3495

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	89.27165615	1.94	0.0886	46.067616903
WAGEP	0.01447737	0.99	0.3495	0.0145693045

RETP30= jobs retained after 30 days
WAGEP= average wage of participants employed

General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	18834.6986587	18834.6986587	0.99	0.3496
Error	8	152686.9013413	19085.8626677		
Corrected Total	9	171521.6000000			

R-Square	C.V.	Root MSE	RETP30 Mean
0.109809	133.09402	138.151593	103.80000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
ED	1	18834.698659	18834.698659	0.99	0.3496

Source	DF	Type III SS	Mean Square	F Value	Pr > F
ED	1	18834.6986587	18834.6986587	0.99	0.3496

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	89.31682569	1.94	0.0884	46.055898889
ED	0.00144682	0.99	0.3496	0.0014564299

RETP30= jobs retained after 30 days

ED= average number of years of education per participant

General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	4230.75762012	4230.75762012	0.20	0.6648
Error	8	167290.8423799	20911.35529749		
Corrected Total	9	171521.6000000			

R-Square	C.V.	Root MSE	RETP30 Mean
0.024666	139.31367	144.607591	103.80000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
PERPOV	1	4230.757620	4230.757620	0.20	0.6648

Source	DF	Type III SS	Mean Square	F Value	Pr > F
PERPOV	1	4230.7576201	4230.7576201	0.20	0.6648

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	167.5362707	1.13	0.2931	148.89565509
PERPOV	-8.7549822	-0.45	0.6648	19.46423268

RETP30= jobs retained after 30 days
 PERPOV= percent of poverty in counties studied

SAS 14:36 Wednesday, December 31, 19

General Linear Models Procedure

Dependent Variable: RETP30

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	6	171460.781171	28576.796862	1409.60	0.000
Error	3	60.818829	20.272943		

Corrected Total 9 171521.600000

R-Square	C.V.	Root MSE	RETP30 Mean
0.999645	4.3377153	4.50254852	103.80000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
KIDS6	1	153808.823472	153808.823472	7586.90	0.0001
POP	1	2296.663185	2296.663185	113.29	0.0018
MANPAR	1	8552.747721	8552.747721	421.88	0.0003
VOLPAR	1	1465.626029	1465.626029	72.29	0.0034
FEMHOU	1	1672.062876	1672.062876	82.48	0.0028
MALE	1	3664.857889	3664.857889	180.78	0.0009

Source	DF	Type III SS	Mean Square	F Value	Pr > F
KIDS6	1	1814.72976552	1814.72976552	89.51	0.0025
POP	1	49.34877012	49.34877012	2.43	0.2166
MANPAR	1	3.08455796	3.08455796	0.15	0.7225
VOLPAR	1	61.80295399	61.80295399	3.05	0.1791
FEMHOU	1	393.62524866	393.62524866	19.42	0.0217
MALE	1	3664.85788931	3664.85788931	180.78	0.0009

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	7.590755615	2.18	0.1179	3.4893433239
KIDS6	0.099718621	9.46	0.0025	0.0105397106
POP	-0.000525486	-1.56	0.2166	0.0003368071
MANPAR	0.016293812	0.39	0.7225	0.0417719385
VOLPAR	0.265238464	1.75	0.1791	0.1519113727
FEMHOU	-0.026254226	-4.41	0.0217	0.0059582147
MALE	1.093757136	13.45	0.0009	0.0813487214

General Linear Models Procedure

Dependent Variable: SXREMP

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	32707.3271177	32707.3271177	309.01	0.0001
Error	8	846.7728823	105.8466103		
Corrected Total	9	33554.1000000			

R-Square	C.V.	Root MSE	SXREMP Mean
0.974764	23.542742	10.2881782	43.70000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
MANPAR	1	32707.3271177	32707.3271177	309.01	0.0001

Source	DF	Type III SS	Mean Square	F Value	Pr > F
MANPAR	1	32707.3271177	32707.3271177	309.01	0.0001

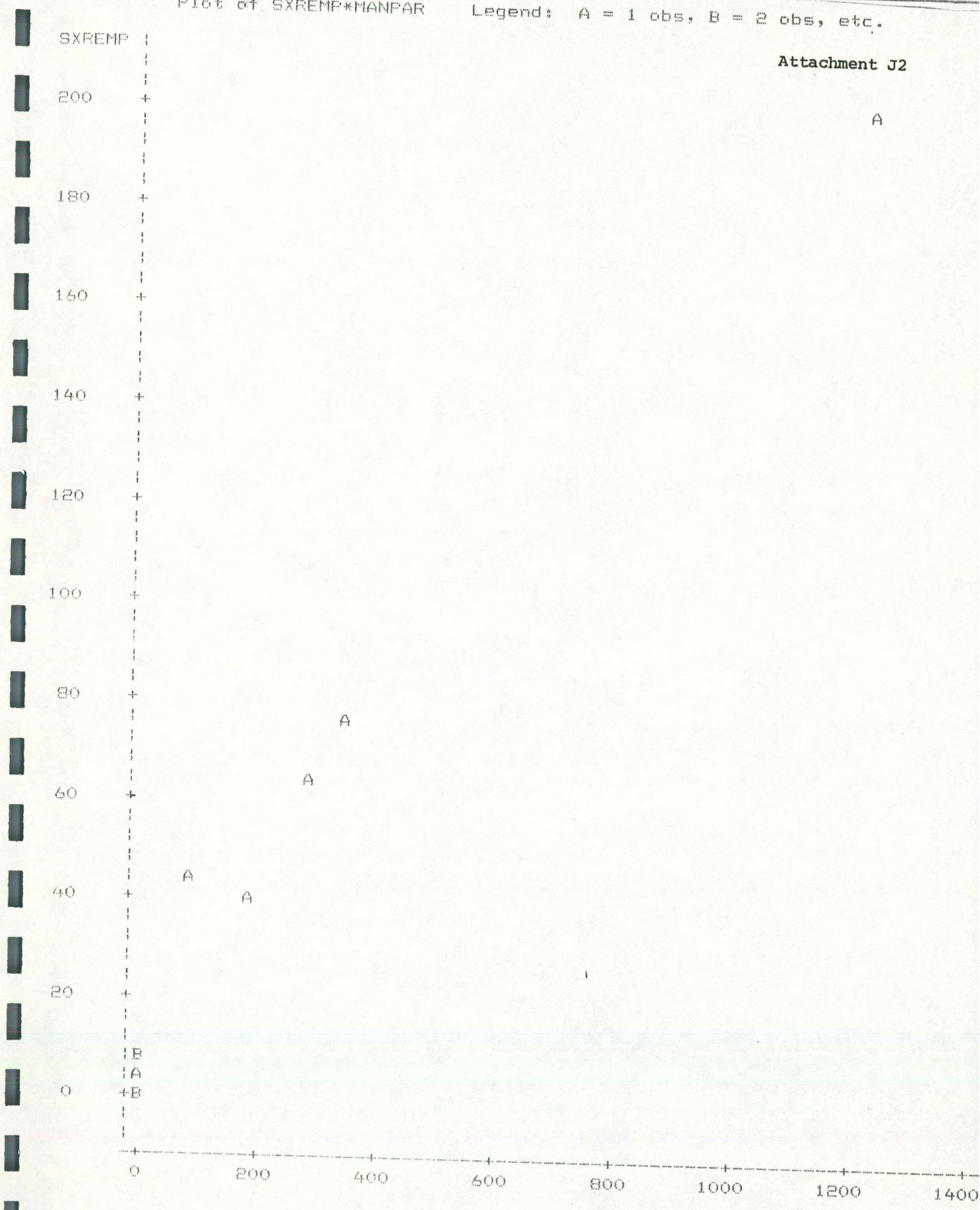
Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	10.09144811	2.67	0.0282	3.7735967393
MANPAR	0.15913140	17.58	0.0001	0.0090525688

SXREMP= six month job-retention
MANPAR= mandatory participants

Plot of SXREMP*MANPAR

Legend: A = 1 obs, B = 2 obs, etc.

Attachment J2



General Linear Models Procedure

Dependent Variable: SXREMP

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	30261.9160352	30261.9160352	73.54	0.0001
Error	8	3292.1839648	411.5229956		
Corrected Total	9	33554.1000000			

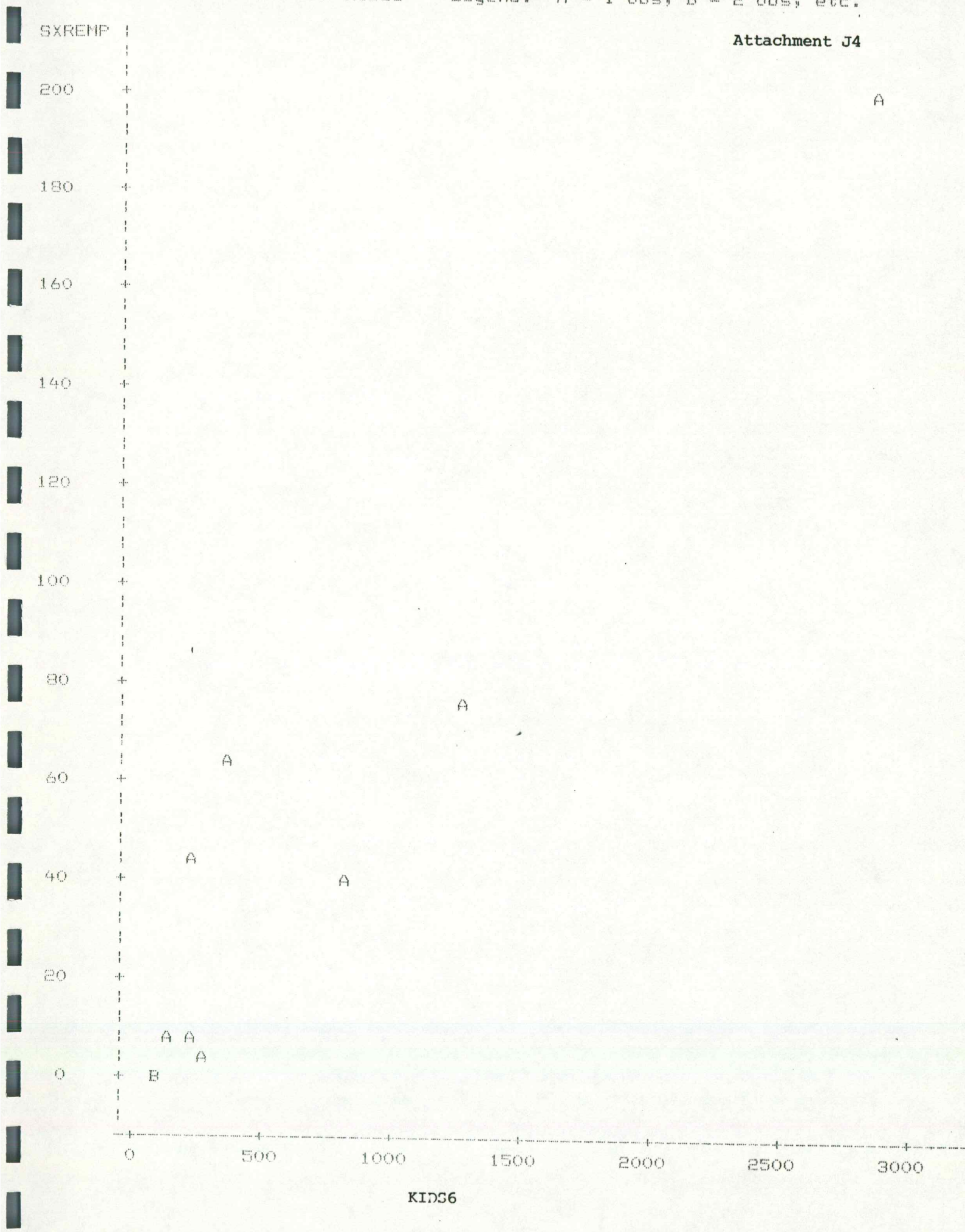
R-Square	C.V.	Root MSE	SXREMP Mean
0.901884	46.421120	20.2860296	43.70000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
KIDS6	1	30261.9160352	30261.9160352	73.54	0.0001

Source	DF	Type III SS	Mean Square	F Value	Pr > F
KIDS6	1	30261.9160352	30261.9160352	73.54	0.0001

T for H0: Pr > |T| Std Error of

SXREMP= number of jobs retained for at least six months
 KIDS6= number of female headed households with children under age 6



General Linear Models Procedure

Dependent Variable: SXREMP

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	29882.3466350	29882.3466350	65.11	0.0001
Error	8	3671.7533650	458.9691706		
Corrected Total	9	33554.1000000			
		R-Square	C.V.	Root MSE	SXREMP Mean
		0.890572	49.024178	21.4235658	43.70000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
FEMHOU	1	29882.3466350	29882.3466350	65.11	0.0001
Source	DF	Type III SS	Mean Square	F Value	Pr > F
FEMHOU	1	29882.3466350	29882.3466350	65.11	0.0001

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	4.836952312	0.58	0.5767	8.3123094741
FEMHOU	0.018663520	8.07	0.0001	0.0023130124

SXREMP= number of jobs retained for at least six months
 FEMHOU= number of female headed households

General Linear Models Procedure

Dependent Variable: SXREMP

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	28688.0861879	28688.0861879	47.16	0.0001
Error	8	4866.0138121	608.2517265		
Corrected Total	9	33554.1000000			

R-Square	C.V.	Root MSE	SXREMP Mean
0.854980	56.436522	24.6627599	43.70000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
VOLPAR	1	28688.0861879	28688.0861879	47.16	0.0001

Source	DF	Type III SS	Mean Square	F Value	Pr > F
VOLPAR	1	28688.0861879	28688.0861879	47.16	0.0001

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-6.355189639	-0.60	0.5681	10.674636057
VOLPAR	0.587502226	6.87	0.0001	0.0855461370

SXREMP= number of jobs retained for at lease six months
VOLPAR= number of voluntary participants

SXREMP

200

180

160

140

120

100

80

60

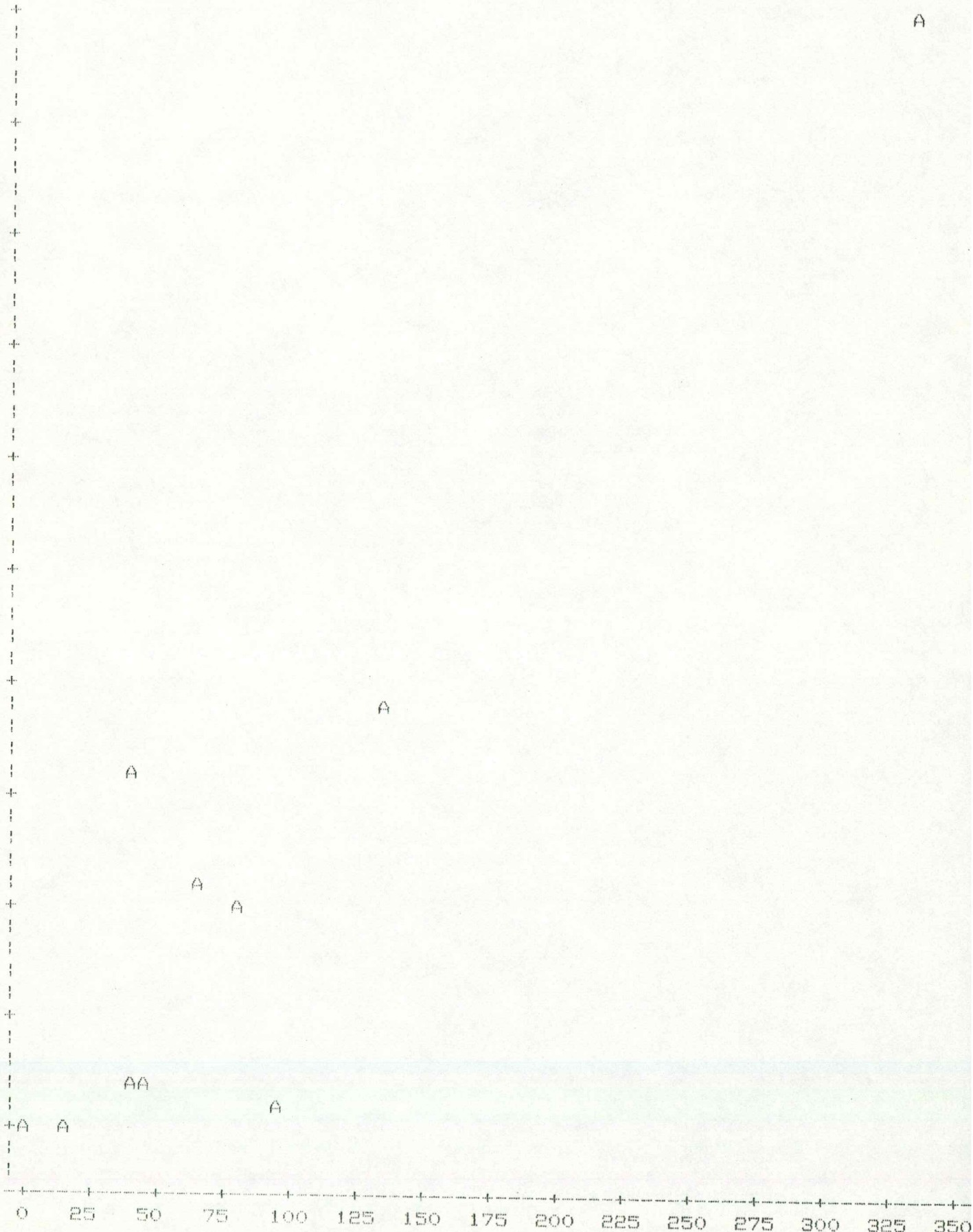
40

20

0

0 25 50 75 100 125 150 175 200 225 250 275 300 325 350

VOLPAR



General Linear Models Procedure

Dependent Variable: SXREMP

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	33319.1513257	33319.1513257	1134.52	0.0001
Error	8	234.9486743	29.3685843		
Corrected Total	9	33554.1000000			

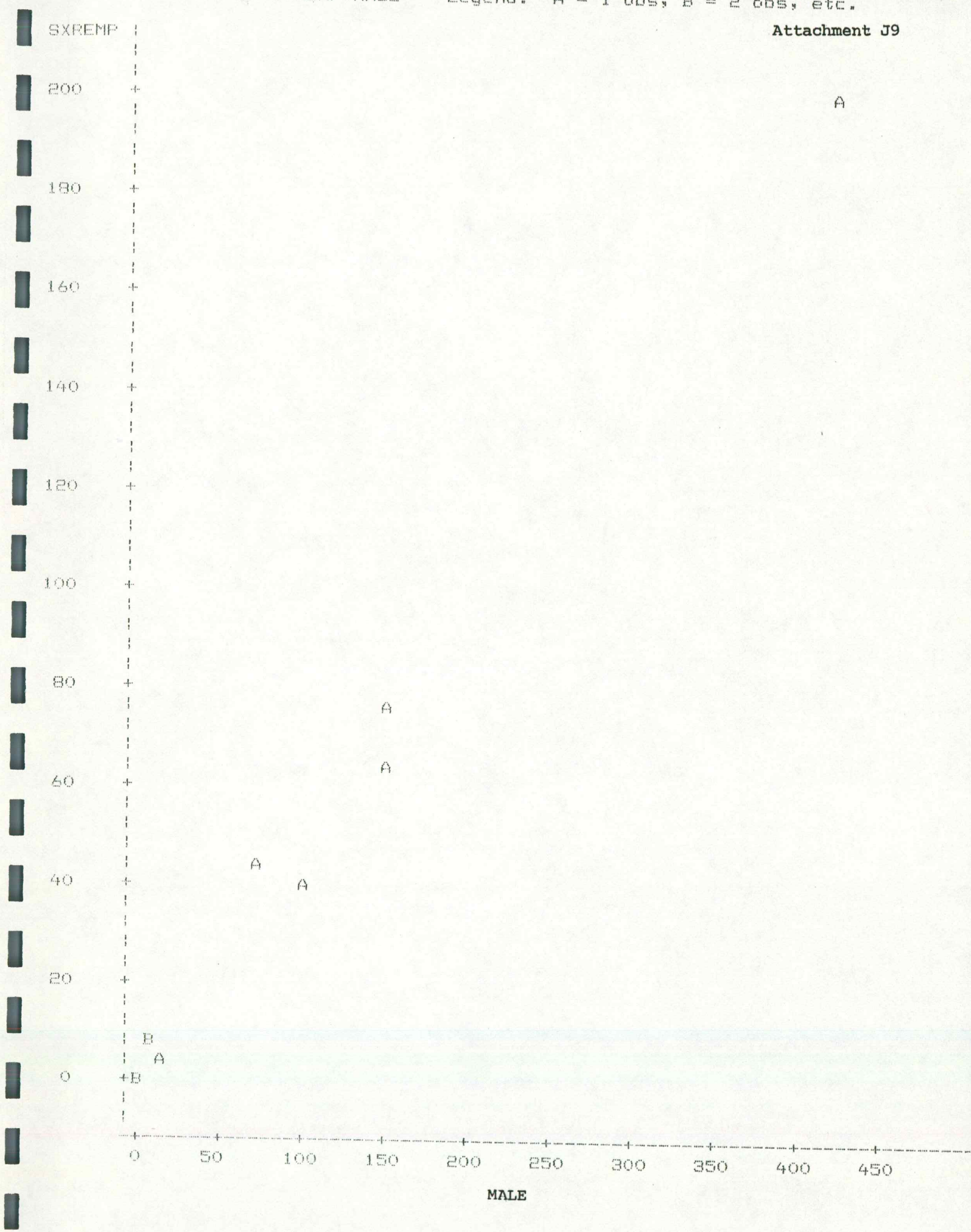
R-Square	C.V.	Root MSE	SXREMP Mean
0.992998	12.401096	5.41927895	43.70000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
MALE	1	33319.1513257	33319.1513257	1134.52	0.0001

Source	DF	Type III SS	Mean Square	F Value	Pr > F
MALE	1	33319.1513257	33319.1513257	1134.52	0.0001

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	0.7606112551	0.36	0.7310	2.1358922988
MALE	0.4652154794	33.68	0.0001	0.0138117496

SXREMP= number of jobs retained for at least six months
 MALE= number of male participants



General Linear Models Procedure

Dependent Variable: SXREMP

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	12870.0872060	12870.0872060	4.98	0.0562
Error	8	20684.0127940	2585.5015992		
Corrected Total	9	33554.1000000			

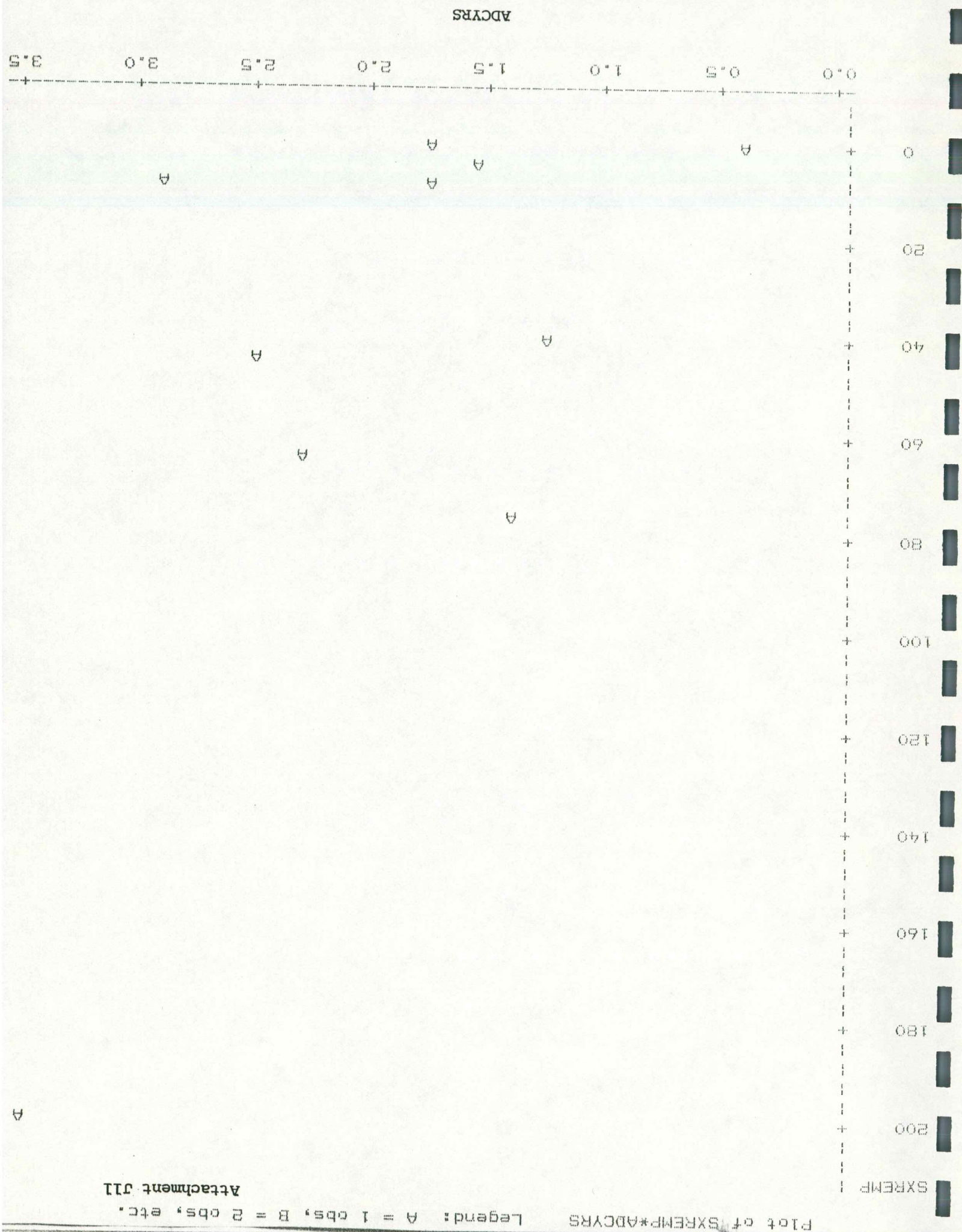
R-Square	C.V.	Root MSE	SXREMP Mean
0.383562	116.35659	50.8478279	43.70000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
ADCYRS	1	12870.0872060	12870.0872060	4.98	0.0562

Source	DF	Type III SS	Mean Square	F Value	Pr > F
ADCYRS	1	12870.0872060	12870.0872060	4.98	0.0562

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-37.82728128	-0.95	0.3711	39.92268302
ADCYRS	42.35183443	2.23	0.0562	18.98252090

SXREMP= number of jobs retained for at least six months
 ADCYRS= number of years participant has received AFDC benefits



Plot of SXREMP*ADCYRS Legend: A = 1 obs, B = 2 obs, etc. Attachment J11

General Linear Models Procedure

Dependent Variable: SXREMP

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	10085.3682451	10085.3682451	3.44	0.1008
Error	8	23468.7317549	2933.5914694		
Corrected Total	9	33554.1000000			

R-Square	C.V.	Root MSE	SXREMP Mean
0.300570	123.94197	54.1626391	43.70000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
MEANW	1	10085.3682451	10085.3682451	3.44	0.1008

Source	DF	Type III SS	Mean Square	F Value	Pr > F
MEANW	1	10085.3682451	10085.3682451	3.44	0.1008

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-303.6834733	-1.61	0.1452	188.13532344
MEANW	0.0189928	1.85	0.1008	0.0102433559

SXREMP= jobs retained for at least six months
 MEANW= mean wage

General Linear Models Procedure

Dependent Variable: SXREMP

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	3400.37539863	3400.37539863	0.90	0.3700
Error	8	30153.72460137	3769.21557517		
Corrected Total	9	33554.10000000			

R-Square	C.V.	Root MSE	SXREMP Mean
0.101340	140.48956	61.3939376	43.70000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
KIDS	1	3400.3753986	3400.3753986	0.90	0.3700

Source	DF	Type III SS	Mean Square	F Value	Pr > F
KIDS	1	3400.37539863	3400.37539863	0.90	0.3700

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-68.94054670	-0.57	0.5819	120.17102597
KIDS	62.23234624	0.95	0.3700	65.52065503

SXREMP= jobs retained for at least six months
 KIDS= average number of children per participant

General Linear Models Procedure

Dependent Variable: SXREMP

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	1021.08850311	1021.08850311	0.25	0.6298
Error	8	32533.01149689	4066.62643711		
Corrected Total	9	33554.10000000			

R-Square	C.V.	Root MSE	SXREMP Mean
0.030431	145.92702	63.7701061	43.70000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
WAGEP	1	1021.0885031	1021.0885031	0.25	0.6298

Source	DF	Type III SS	Mean Square	F Value	Pr > F
WAGEP	1	1021.0885031	1021.0885031	0.25	0.6298

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	40.31814430	1.90	0.0946	21.265273893
WAGEP	0.00336999	0.50	0.6298	0.0067253371

SXREMP= jobs retained for at least six months
WAGEP= average wage per participant employed

General Linear Models Procedure

Dependent Variable: SXREMP

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	1020.01025082	1020.01025082	0.25	0.6300
Error	8	32534.08974918	4066.76121865		
Corrected Total	9	33554.10000000			

R-Square	C.V.	Root MSE	SXREMP Mean
0.030399	145.92943	63.7711629	43.70000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
ED	1	1020.0102508	1020.0102508	0.25	0.6300

Source	DF	Type III SS	Mean Square	F Value	Pr > F
ED	1	1020.0102508	1020.0102508	0.25	0.6300

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	40.32955932	1.90	0.0944	21.259532125
ED	0.00033669	0.50	0.6300	0.0006722921

SXREMP= jobs retained for at least six months
ED= average number of years of education for participants

General Linear Models Procedure

Dependent Variable: SXREMP

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	5	33382.3703492	6676.4740698	155.51	0.0001
Error	4	171.7296508	42.9324127		
Corrected Total	9	33554.1000000			

R-Square	C.V.	Root MSE	SXREMP Mean
0.994882	14.993783	6.55228301	43.70000000

Source	DF	Type I SS	Mean Square	F Value	Pr > F
KIDS6	1	30261.9160352	30261.9160352	704.87	0.0001
ADCYRS	1	1009.1365379	1009.1365379	23.51	0.0084
MALE	1	2102.9960325	2102.9960325	48.98	0.0022
VOLPAR	1	5.1291766	5.1291766	0.12	0.7470
MANPAR	1	3.1925670	3.1925670	0.07	0.7986

Source	DF	Type III SS	Mean Square	F Value	Pr > F
KIDS6	1	1.47745779	1.47745779	0.03	0.8619
ADCYRS	1	16.14306613	16.14306613	0.38	0.5729
MALE	1	611.14725278	611.14725278	14.24	0.0196
VOLPAR	1	5.63618117	5.63618117	0.13	0.7354
MANPAR	1	3.19256700	3.19256700	0.07	0.7986

Parameter	Estimate	T for H0: Parameter=0	Pr > T	Std Error of Estimate
INTERCEPT	-3.166434851	-0.43	0.6918	7.4270805928
KIDS6	-0.003475409	-0.19	0.8619	0.0187344535
ADCYRS	2.468205807	0.61	0.5729	4.0251401320
MALE	0.411536956	3.77	0.0196	0.1090758376
VOLPAR	0.041746834	0.36	0.7354	0.1152188976
MANPAR	0.013111794	0.27	0.7986	0.0480822456

IOWA DEPARTMENT OF HUMAN SERVICES
 WORK INCENTIVE DEMONSTRATION PROGRAM
 WIN/CMS
 MONTHLY PROGRAM ACTIVITY REPORT
 PART A REGISTRATION ACTIVITY

Project Name STATEWIDE SUMMARY

Cumulative FY '86 thru 9-30-86
 (Year End)

	On Hand Beginning of Month 10-01-85	New Registrations	Deregistrations	Change in Status	Reregistrations	On Hand End of Month 9-30-86
MAND.	6333	3355	5458	+122 -29	2063	6386
VOL.	2598	1721	2233	-122 +29	401	2394

PART B COMPONENT UTILIZATION

MO.	Assessment		Classroom Training		Job Club		Job Search		WEP	
	Referred	Active	Referred	Active	Referred	Active	Referred	Active	Referred	Active
	7215	4660	907	514	2411	1686	709	562	1033	709

PART C ENTERED EMPLOYMENT
 Full Time

SELF-OBTAINED	+	ASSESSMENT	+	VOC. TRNG.	+	JOB CLUB	+	JOB SEARCH	+	WEP	+	SUBSIDIZED	=	TOTAL
482		604		170		388		166		174		26		2010

Part Time

209	+	306	+	69	+	166	+	62	+	106	+	12	=	930
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PART D WELFARE SAVINGS - EMPLOYMENT
 Full Time

	SELF-OBTAINED		ASSESSMENT		VOCATIONAL TRAINING		JOB CLUB		JOB SEARCH		WEP		SUBSIDIZED		TOTAL	
	Persons	Savings	Persons	Savings	Persons	Savings	Persons	Savings	Persons	Savings	Persons	Savings	Persons	Savings	Persons	Savings
OII	275	\$8272.38	321	\$106221.52	113	\$37145.06	203	\$71551.23	115	\$36830.16	88	\$29955.21	11	\$3592.50	1126	\$373568.06
ADC	161	28623.51	200	32373.80	39	6692.11	160	26728.43	105	14623.76	84	14364.49	17	2773.00	766	126179.10
TOTAL	436	\$116895.89	521	\$138595.32	152	\$43837.17	363	\$98279.66	220	\$51453.92	172	\$44319.70	28	\$6365.50	1892	\$499747.16

Part Time

OII	36	\$11829.97	50	\$14662.65	18	\$5877.14	29	\$ 9058.48	11	\$ 3791.81	8	\$2333.00	2	\$ 627.00	154	\$ 48180.05
ADC	143	17563.55	135	14117.23	36	4082.45	91	9475.52	42	4146.81	60	6858.55	2	62.00	509	56306.11
TOTAL	179	\$29393.52	185	\$28779.88	54	\$9959.59	120	\$18534.00	53	\$ 7938.62	68	\$9191.55	4	\$ 689.00	663	\$104486.16

WI-4209-5 (11/85)

Attachment K

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