CHAPTER III: STATUS OF THE FAMILIES AT THE SECOND ROUND OF FOLLOW-UP SURVEYS

This chapter presents a review of the key findings from the second round of follow-up surveys. The chapter presents data on a number of key outcome measures. In addition, we examine changes that occurred in the status of families between the first and second round of surveys. The status of the families is reviewed with regard to the following key outcomes:

- employment and earnings;
- unemployed respondents;
- other household income and benefits;
- respondents' perceptions of their overall financial situation;
- other indicators of family well-being;
- child care arrangements and cost;
- receipt of services and anticipated service needs; and
- comparisons to life on welfare.

A. EMPLOYMENT AND EARNINGS

The philosophy behind the Work First Program is that each customer will be provided with assistance in finding a job, and that getting a job will be a valuable first step in the development of an attachment to the labor force. The earnings from employment will eventually provide increased income compared to the cash payments that the families receive under Work First. This should be reflected in earnings progression over time.

In this section, we review the findings on employment, job turnover, work hours, types of jobs held, and earnings among the sample of families. We also examine who was employed and who was not, and the reasons why persons were not working.

1. EMPLOYMENT STATUS

The survey results showed that slightly more respondents were employed at the second follow-up than were employed at the first follow-up. Also, the number of people who were self-employed decreased.

Exhibit III-1: Overall Employment Status of the Families, shows that 139 (62.9 percent) of the 221 families reported they were employed at the time of the first interview. This compares to 145 respondents (65.6 percent) at the second interview.

Exhibit III-2 shows that, in the first round of interviews, 53.4 percent were working for an employer (including persons on leave from work or about to start working for pay outside the home) and 9.5 percent were self-employed. This compares to 59.8 percent working for an employer and 5.4 percent self-employed at the second follow-up. About 37 percent were not working for pay at Round 1, compared to only 34.4 percent at Round 2.

The decrease in the percentage of self-employed persons is an indication that more respondents had moved into improved employment situations. Most of the self-employed persons at both rounds were involved in low-paying jobs as babysitters.

Exhibit III-1
OVERALL EMPLOYMENT STATUS OF FAMILIES, ROUND 1 AND ROUND 2 SURVEYS

EMPLOYMENT STATUS	ROUND 1	ROUND 2	CHANGE
Working for Pay	139 (62.9%)	145 (65.6%)	+2.7%
Not Working for Pay	82 (37.1%)	76 (34.4%)	- 2.7%
TOTAL	100.0% *(N=221)*	100.0% *(N=221)*	

Exhibit III-2
SPECIFIC EMPLOYMENT STATUS OF FAMILIES, ROUND 1 AND ROUND 2 SURVEYS

EMPLOYMENT STATUS	ROUND 1	ROUND 2	CHANGE
Working for pay outside the home	52.9%	58.8%	+5.9%
Self-employed	9.5%	5.4%	- 4.1%
On maternity leave without pay	0.5%	0.5%	0.0%
On medical leave without pay	0.0%	0.5%	+0.5%
Not working for pay	37.1%	34.4%	- 2.7%
Starting new job within 2 weeks	0.0%	0.5%	+0.5%
TOTAL	100.0% *(N=221)*	100.0% *(N=221)*	

Number of Jobs Held

The large majority of employed respondents reported that they had only one job at the time of the second interview. Of those who reported working for pay, 91.6 percent had one job, 7.7 percent had two jobs and 0.7 percent had three jobs.

Prior Employment Patterns of Those Not Currently Working

Of the 76 respondents who were **not working** at Round 2 of the surveys, 45 (59.2 percent) indicated that they had worked at some time since leaving Work First. Of the 76 respondents, 35 (46.2 percent) had been working when they left Work First. Only 31 of the 221 families had never worked since leaving Work First.

2. JOB RETENTION AND TURNOVER

One of the concerns about individuals leaving welfare for work is that it may be relatively easy for them to get a job, but may be hard for them to keep a job, leading to poor job retention and frequent job turnover. Among families who were employed at the time of the interviews, however, we found that rates of job turnover were not excessive.

As indicated in Exhibit III-3, most (75.7 percent) of the respondents who were employed at Round 1 had worked for only one employer since leaving Work First. About 18.5 percent had worked for two employers and 5.8 percent had worked for three or more employers. At the time of the second round of interviews, the number who had been in only one job since leaving Work First dropped to 56.6 percent. About 33 percent had been in two jobs and 10.5 percent had been in three or more jobs.

Exhibit III-4 presents data on job turnover among persons ***not employed*** at the time of the second interview. As noted previously, 59 percent of these respondents had worked in at least one job since leaving Work First. Of those who had worked since leaving, 80 percent had worked in one or two jobs, and 20 percent worked in three jobs or more.

Exhibit III-3
NUMBER OF JOBS HELD BY EMPLOYED RESPONDENTS SINCE LEAVING WORK FIRST

NUMBER OF JOBS	ROUND 1	ROUND 2
One	75.7%	56.6%
Two	18.5%	32.9%
Three or more	5.8%	10.5%
TOTAL	100.0% *(N=136)*	100.0% *(N=145)*

Exhibit III-4
RESPONDENTS NOT WORKING AT ROUND 2: NUMBER OF JOBS SINCE LEAVING WORK FIRST

NUMBER OF JOBS	PERCENT
None	41.0%
One	34.6%
Two	12.8%
Three or more	11.6%
TOTAL	100.0% *(N=76)*

Exhibit III-5: Job Retention and Turnover shows that, of the 82 people who were not employed at the time of the first interview, 54 or 65.9 percent were also not employed at the time of the second interview, while 28 (34.1 percent) had become employed. Of the 139 who were working at the time of the first interview, 117 or 84.2 percent were also working at the second interview, while 22 (15.8) percent became unemployed.

3. WHO IS WORKING AND WHO IS NOT WORKING?

One of the major policy questions facing Work First is how to improve the program to increase the percentage of families who are employed as they leave Work First, who retain their jobs, and who advance into higher paying positions. This section provides a description of the characteristics of those who were successful in finding and keeping employment and those who were not.

Employment Status and Education

Exhibit III-6: Employment Status of Respondents by Education, Round 1 and Round 2 Surveys, shows that, during both rounds of interviews, persons who had attended college were much more likely to be working than other respondents. On the positive side, the data indicate that persons who had not completed high school made slight gains in their rate of employment, from 57.1 percent to 61.2 percent. Persons who had attended college also made employment gains, from 69.1 percent employed to 74.5 percent employed.

Employment Status and Ethnicity

Exhibit III-7: Employment Status by Ethnicity, Round 1 and Round 2 Surveys shows that for both rounds of surveys, non-whites had a somewhat greater likelihood of being unemployed than whites. Both groups made slight gains in rates of employment between the two surveys.

Exhibit III-5
JOB RETENTION AND TURNOVER

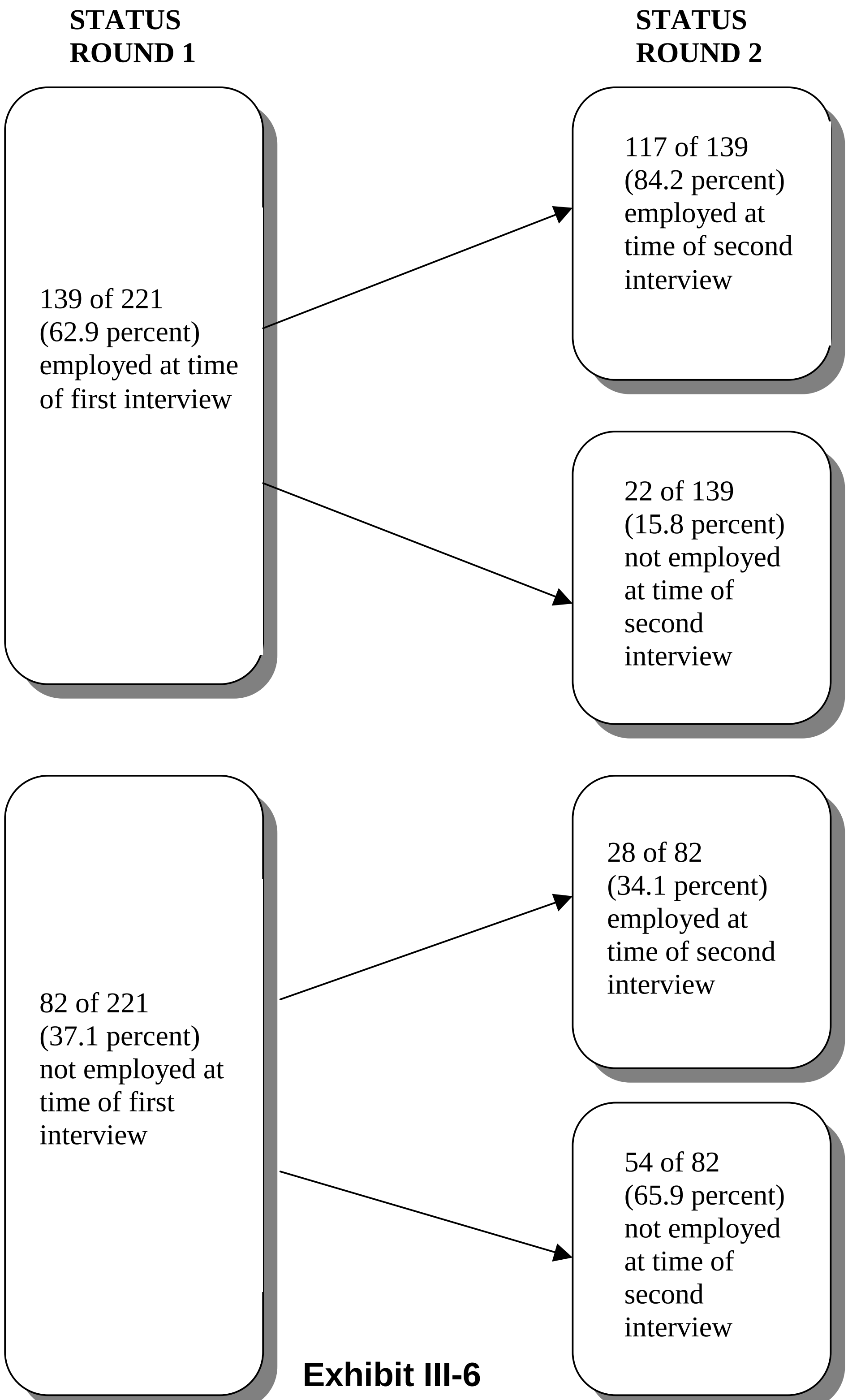

Exhibit III-6
EMPLOYMENT STATUS BY EDUCATION,

ROUND 1 AND ROUND 2 SURVEYS

ROUND 1	No HSD or GED	HSD/GED Only	Attended College	TOTAL
Working for Pay	57.1%	59.5%	69.1%	63.1%
Not Working for Pay	42.9%	40.5%	30.9%	36.9%
TOTAL	100% *(N=49)*	100% *(N=74)*	100% *(N=94)*	100% *(N=217)*

ROUND 2	No HSD or GED	HSD/GED Only	Attended College	TOTAL
Working for Pay	61.2%	58.1%	74.5%	65.9%
Not Working for Pay	38.8%	41.9%	25.5%	34.1%
TOTAL	100% *(N=49)*	100% *(N=74)*	100% *(N=94)*	100% *(N=217)*

Exhibit III-7
EMPLOYMENT STATUS BY ETHNICITY, ROUND 1 AND ROUND 2 SURVEYS

ROUND 1	WHITE	NON-WHITE	TOTAL
Working for Pay	67.6%	60.7%	62.9%
Not Working for Pay	32.4%	39.3%	37.1%
Total	100% *(N=71)*	100% *(N=150)*	100% *(N=221)*

ROUND 2	WHITE	NON-WHITE	TOTAL
Working for Pay	71.8%	62.7%	65.6%
Not Working for Pay	28.2%	37.3%	34.4%
Total	100% *(N=71)*	100% *(N=150)*	100% *(N=221)*

Employment Status and Urban/Rural Residence

Exhibit III-8: Employment Status by Urban/Rural Residence, Round 1 and Round 2 Surveys, shows that, in both Round 1 and Round 2, the percentage of respondents who were employed was greatest in the rural counties. The data provide some encouraging results with regard to respondents living in the largest cities ("metropolitan" counties). For these respondents, the percentage who were employed increased from 56.1 percent to 63.4 percent between Round 1 and Round 2. There was also an increase in rates of employment among respondents living in rural counties.

Exhibit III-8
EMPLOYMENT STATUS BY URBAN/RURAL RESIDENCE, ROUND 1 AND ROUND 2 SURVEYS

ROUND 1	RURAL	URBAN	METROPOLITAN	TOTAL
Working for Pay	67.1%	62.7%	56.1%	62.9%
Not Working for Pay	32.9%	37.3%	43.9%	37.1%
TOTAL	100.0% *(N=70)*	100.0% *(N=110)*	100.0% *(N=41)*	100.0% *(N=221)*

ROUND 2	RURAL	URBAN	METROPOLITAN	TOTAL
Working for Pay	72.9%	61.8%	63.4%	65.6%
Not Working for Pay	27.1%	38.2%	36.6%	34.4%
TOTAL	100.0% *(N=70)*	100.0% *(N=110)*	100.0% *(N=41)*	100.0% *(N=221)*

Employment Status by Presence of Other Adults in the Household

Exhibit III-9 presents data on current employment status, by whether there were other adults in the respondent's household. This analysis was conducted to determine whether the presence of other adults in the home, including adults who might have earnings or other income, might be a factor in whether the respondent chose to go to work.

The data show that persons with other adults in the household were less likely to be working than respondents with no other adults in the household. Specifically, 71.3 percent of respondents with no other adults in the household were working, compared to only 57.8 percent of respondents with one other adult and slightly more than half of those with two or more adults in the household.

Exhibit III-10 presents comparable data for the 31 respondents who had never been employed since leaving Work First. The data show that 43.7 percent of these respondents had at least one other adult in the household.

Exhibit III-9
EMPLOYMENT STATUS BY PRESENCE OF OTHER ADULTS IN THE HOME, ROUND 2 SURVEYS

STATUS	OTHER ADULTS IN THE HOME			
	NONE	ONE	TWO	THREE OR MORE
Working for pay	71.3%	57.8%	53.3%	50.0%
Not working for pay	28.7%	42.2%	46.7%	50.0%
TOTAL	100.0%	100.0%	100.0%	100.0%

Exhibit III-10
RESPONDENTS WHO HAD NOT WORKED SINCE WORK FIRST -- PRESENCE OF OTHER ADULTS IN THE HOME, ROUND 2 SURVEYS

NUMBER OF OTHER ADULTS	PERCENT WORKING
None	56.3%
One	31.3%
Two	9.4%
Three	0.0%
Four or more	3.1%
TOTAL	100% *(N=31)*

Employment Status and Age of the Respondent

Exhibit III-11: Employment Status by Age of Respondent, Round 1 and Round 2 Surveys shows that the age of the respondent made some difference in the likelihood of being employed in both Round 1 and Round 2. Persons in the age group 26 to 35 in Round 1, and 36 to 40 in Round 2, were more likely to be unemployed than other respondents. The data show that respondents in the younger age groups made the most employment gains between Round 1 and Round 2.

Employment Status and Number of Children Under Age 18 Living in the Home

As indicated in *Exhibit III-12: Employment Status by Number of Children, Round 1 and Round 2 Surveys*, the first round of interviews showed no clear relationship between employment status and the number of children under age 18 in the home. The Round 2 interviews showed a more expected pattern — respondents with just one child were more likely to be employed, and respondents with four or more children were less likely to be employed. However, respondents with two children were the least likely to be employed, followed by respondents with four or more children. We can conclude from this that there is not a clear correlation between number of children and employment status.

Exhibit III-11
EMPLOYMENT STATUS BY AGE OF RESPONDENT, ROUND 1 AND ROUND 2 SURVEYS

ROUND 1	AGE 22-25	26-30	31-35	36-40	OVER 40	TOTAL
Working for Pay	66.7%	56.0%	58.1%	66.0%	66.7%	62.9%
Not Working for Pay	33.3%	44.0%	41.9%	34.0%	33.3%	37.1%
TOTAL	100.0% *(N=9)*	100.0% *(N=25)*	100.0% *(N=62)*	100.0% *(N=53)*	100.0% *(N=72)*	100.0% *(N=221)*

ROUND 2	AGE 22-25	26-30	31-35	36-40	OVER 40	TOTAL
Working for Pay	75.0%	80.0%	66.7%	53.8%	70.4%	65.6%
Not Working for Pay	25.0%	20.0%	33.3%	46.2%	29.6%	34.4%
TOTAL	100.0% *(N=4)*	100.0% *(N=20)*	100.0% *(N=51)*	100.0% *(N=65)*	100.0% *(N=81)*	100.0% *(N=221)*

Exhibit III-12
EMPLOYMENT STATUS BY NUMBER OF CHILDREN IN THE HOME, ROUND 1 AND ROUND 2 SURVEYS

ROUND 1	NUMBER OF CHILDREN UNDER 18: 0	1	2	3	4 OR MORE	TOTAL
Working for Pay	66.7%	68.3%	50.7%	70.3%	72.7%	63.5%
Not Working for Pay	33.3%	31.7%	49.3%	29.7%	27.3%	36.5%
TOTAL	100.0% *(N=3)*	100.0% *(N=101)*	100.0% *(N=67)*	100.0% *(N=37)*	100.0% *(N=14)*	100.0% *(N=219)*

ROUND 2	NUMBER OF CHILDREN UNDER 18: 0	1	2	3	4 OR MORE	TOTAL
Working for Pay	63.6%	72.4%	57.8%	71.9%	25.0%	65.9%
Not Working for Pay	36.4%	27.6%	42.2%	28.1%	75.0%	34.1%
TOTAL	100.0% *(N=11)*	100.0% *(N=105)*	100.0% *(N=64)*	100.0% *(N=32)*	100.0% *(N=8)*	100.0% *(N=220)*

Employment Status and Age of Youngest Child

Exhibit III-13: Employment Status by Age of the Youngest Child, Round 1 and Round 2 Surveys, shows that, in general, cases in which the youngest child was between the ages of 12 and 14 were more likely to be unemployed than other respondents. However, the data in general do not show any clear relationship between employment and age of the youngest child.

Employment Status and Continuous Time on Cash Assistance

As reported earlier in this report, the longitudinal database developed by the University of North Carolina, Chapel Hill provides information on the welfare participation of each of the 221 cases for every month from January 1995 to July 1998 -- a total of 43 months. *Exhibit III-14: Employment Status by Continuous Participation in Cash Assistance*, shows that the individuals who received cash assistance continuously before leaving Work First were slightly more likely to be employed (63.6 percent) than those who had had one or more months of interruption in their receipt of cash assistance (60.0 percent). They were also more likely to be self-employed. Ten percent of those who had received assistance continuously were self-employed, compared to only five percent of those who had an interruption.

In interpreting the data, it should be noted that the families who did have interruptions in their welfare spells were nonetheless on welfare for most of the months during the 43-month time frame and were all long-term recipients of cash assistance.

Exhibit III-13
EMPLOYMENT STATUS BY AGE OF THE YOUNGEST CHILD, ROUND 1 AND ROUND 2 SURVEYS

	AGE OF YOUNGEST CHILD					
ROUND 1	**UNDER 6**	**6 TO 8**	**9 TO 11**	**12 TO 14**	**OVER 14**	**TOTAL**
Working for Pay	65.5%	70.5%	63.9%	55.0%	61.0%	62.9%
Not Working for Pay	34.5%	29.5%	36.1%	45.0%	39.0%	37.1%
TOTAL	100.0% *(N=29)*	100.0% *(N=44)*	100.0% *(N=61)*	100.0% *(N=40)*	100.0% *(N=41)*	100.0% *(N=221)*

	AGE OF YOUNGEST CHILD					
ROUND 2	**UNDER 6**	**6 TO 8**	**9 TO 11**	**12 TO 14**	**OVER 14**	**TOTAL**
Working for Pay	72.7%	67.9%	64.7%	62.0%	66.7%	65.6%
Not Working for Pay	27.3%	32.1%	35.3%	38.0%	33.3%	34.4%
TOTAL	100.0% *(N=22)*	100.0% *(N=28)*	100.0% *(N=68)*	100.0% *(N=50)*	100.0% *(N=42)*	100.0% *(N=221)*

Exhibit III-14
EMPLOYMENT STATUS BY PARTICIPATION IN CASH ASSISTANCE BETWEEN FEBRUARY 1995 AND JULY 1998, ROUND 1 AND ROUND 2 SURVEYS

ROUND 1	CONTINUOUS PARTICIPATION	NOT CONTINUOUS PARTICIPATION	TOTAL
Working for Pay	63.9%	57.9%	62.9%
Not Working for Pay	36.1%	42.1%	37.1%
TOTAL	100.0% *(N=183)*	100.0% *(N=38)*	100.0% *(N=221)*

ROUND 2	CONTINUOUS PARTICIPATION	NOT CONTINUOUS PARTICIPATION	TOTAL
Working for Pay	66.7%	60.5%	65.6%
Not Working for Pay	33.3%	39.5%	34.4%
TOTAL	100.0% *(N=183)*	100.0% *(N=38)*	100.0% *(N=221)*

4. TYPES OF JOBS HELD BY THOSE WORKING FOR PAY

The types of jobs held by the families in the sample can have an impact on job retention. Most of the jobs listed by respondents for both rounds of surveys were typical occupations for former welfare recipients. However, in Round 2, there was an increase in the number of respondents employed as teachers (6 cases) and nurses (6 cases). Twenty-three different job titles were provided to our interviewers. The most common occupations were child care/babysitting, nurse's aide, and clerk/administrative assistant, as shown in *Exhibit III-15: Occupations Reported by Respondents, Round 2 Surveys*. Eighty percent of those who were self-employed during the second round of interviews were engaged in child care/babysitting.

Exhibit III-15
OCCUPATIONS REPORTED BY RESPONDENTS FOR THEIR PRIMARY JOBS, ROUND 2 SURVEYS

OCCUPATION	PERCENT
Administrative assistant/secretary	7.7%
Assembly/production work	7.1%
Bus driver (school/other)	1.3%
Cashier/checker/sales clerk	5.1%
Child care/babysitter	16.0%
Clerk/general office/data entry/clerk typist	6.4%
Farm worker	0.6%
Housekeeper (hospital)	1.3%
Housekeeper (motel/home)	5.1%
Janitor/maintenance worker	3.8%
Kitchen helper/dishwasher	1.9%
Machinist	2.6%
Nurse (RN)	3.8%
Nurse's aide	11.5%
Packer	1.3%
Restaurant worker/waiter	5.8%
Security Guard	3.2%
Teacher (K-12/substitute)	3.8%
Teacher's aide	2.6%
Other	9.0%
TOTAL	100.0%

5. WORK HOURS

At Round 2, employed respondents indicated that they were working more hours than in Round. *Exhibit III-16: Total Hours Worked Per Week in All Jobs Combined, Round 1 and Round 2 Surveys,* shows that in Round 2, about 53 percent of the adults who held a paid job outside the home or were self-employed reported that they were working at least 40 hours per week. This compares to only 38 percent of persons employed at the time of the first survey. About 73 percent were working 30 hours or more in Round 2, compared with 64 percent in Round 1. Whether an individual worked for an employer or was self-employed had little effect on the number of hours worked.

In Round 2, younger respondents were the most likely to be working more than 30 hours per week, as shown in *Exhibit III-17: Total Hours Worked by Age of Respondent, Round 2 Surveys.*

Exhibit III-16

TOTAL HOURS WORKED PER WEEK IN ALL JOBS COMBINED, ROUND 1 AND ROUND 2 SURVEYS

HOURS WORKED PER WEEK	ROUND 1	ROUND 2	CHANGE
40 hours or more	38.1%	53.2%	+15.1%
30 to 39 hours	25.9%	19.9%	- 6.0%
20 to 29 hours	18.7%	16.3%	- 2.4%
1 to 19 hours	17.3%	10.6%	- 6.7%
TOTAL	100.0%	100.0%	

Exhibit III-17
TOTAL HOURS WORKED PER WEEK ON ALL JOBS, BY AGE OF RESPONDENT, ROUND 2 SURVEYS

HOURS WORKED PER WEEK	22 THRU 25	26 THRU 30	31 THRU 35	36 THRU 40	OVER 40	TOTAL
40 hours or more	100.0%	81.3%	50.0%	59.4%	41.1%	53.2%
30 to 39 hours	0.0%	6.3%	35.3%	9.4%	21.4%	19.9%
20 to 29 hours	0.0%	6.3%	11.8%	18.8%	21.2%	16.3%
Less than 20 hours	0.0%	6.3%	2.9%	12.5%	16.1%	10.6%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average Number of Hours	*41.7*	*39.6*	*35.9*	*36.1*	*30.8*	*34.5*

Non-Traditional Hours

One concern with post-welfare employment is that many of the available jobs may involve evening and weekend work, when child care and transportation may be less available. The second survey showed that most respondents (83.9 percent) worked normal business hours (between 6:00 a.m. and 6:00 p.m.) in their primary jobs. However, a large percentage of respondents (42.7 percent) usually had to work weekends.

6. EARNINGS PATTERNS AMONG EMPLOYED RESPONDENTS

In the first round of interviews, respondents reported only the earnings from their primary jobs. Questions about wages from second and third jobs were added during the second round of interviews. Therefore, when comparing earnings between the two rounds of surveys, we will examine earnings only in terms of wages earned from primary jobs.

6.1 EARNINGS PROGESSION AMONG THE RESPONDENTS

As indicated in Exhibit III-18, the wages earned by employed persons in the sample increased significantly between the two surveys. On a monthly basis[1], median earnings in Round 1 were $833.53. Monthly earnings rose to $979.66 in Round 2, an increase of 17.5 percent.

In addition, as noted in Exhibit III-18, the percentage of individuals earning $400 or less decreased by 10 percent, while all the percentage of respondents in all other earnings categories increased. Another indication of increased earnings is that ***43.4 percent of those working at the time of the second survey reported that they had received a raise since working at their current job.***

Among respondents who were working at the time of both surveys (not necessarily at the same job), Exhibit III-19 presents data on the percentage of respondents whose earnings increased, decreased, and stayed the same between the two surveys. Monthly wages from the primary job were higher for 65.4 percent of the respondents. For 19.4 percent of employed respondents, earnings stayed the same, and for 22.6 percent of respondents, earnings declined.

Exhibit III-20 presents data on changes in hourly earnings. The percentage of employed respondents making less than $6 per hour fell by 3.2 percent between the two surveys. The percentage making $8 per hour or more went up by 5.6 percent.

Exhibit III-18
MONTHLY EARNINGS FROM PRIMARY JOB, ROUND 1 AND ROUND 2 SURVEYS

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1 The estimate of monthly earnings was computed by the following procedures based upon the unit of time the respondent used to report earnings.

- o If the respondent gave an hourly figure, we took the hourly earnings times the number of hours worked per week times 4.33 weeks per month. The number of hours worked per week was estimated from the reported categories of hours worked. The categories and estimated number of hours are as follow: 40 hours or more = 40 hours; 30 to 40 hours per week = 35 hours, 20 to 30 hours per week = 25 hours, less than 20 hours per week = 10 hours.
- o If the respondent gave a daily figure, a determination was made based on other data for that person.
- o If the respondent gave a weekly figure, we took the weekly earnings and multiplied by 4.33.
- o If the respondent gave a monthly figure, we used it.
- o If the respondent gave a quarterly figure, we divided it by three. If an annual figure, we divided it by 12.

MONTHLY EARNINGS	ROUND 1	ROUND 2	CHANGE
$1 to $400	27.5%	17.2%	- 10.3%
$401 to $800	19.1%	21.9%	+2.8%
$801 to $1,200	26.7%	31.1%	+4.4%
$1,201 to $1,600	14.5%	14.6%	+0.1%
$1,601 and Over	12.2%	15.2%	+3.0%
TOTAL	100.0%	100.0%	
MEDIAN EARNINGS	$833.63	$979.66	+ 17.5%

Exhibit III-19
CHANGE IN MONTHLY EARNINGS FROM PRIMARY JOB BETWEEN ROUND 1 AND ROUND 2 SURVEYS

MONTHLY EARNINGS CHANGE	PERCENT OF RESPONDENTS
Decreased by $500 or more	4.0%
Decreased by $1 to $499	23.7%
Stayed the same	6.9%
Increased by $1 to $499	58.4%
Increased by $500 or more	7.0%
TOTAL	100.0%

Exhibit III-20
HOURLY WAGES FROM PRIMARY JOB, ROUND 1 AND ROUND 2 SURVEYS

HOURLY WAGES*	ROUND 1	ROUND 2	CHANGE
$5.00 to $5.99	35.7%	32.5%	- 3.2%
$6.00 to $6.99	21.4%	22.8%	+1.4%
$7.00 to $7.99	17.0%	12.3%	- 4.7%
$8.00 to $8.99	4.4%	7.0%	+1.6%
$9.00 and over	21.4%	25.4%	+4.0%
TOTAL	100.0%	100.0%	

6.2 DISCUSSION OF FACTORS UNDERLYING THE EARNINGS PROGRESSION

Based on the data presented in this chapter, the significant earnings gains among employed respondents were the result of two major factors: an increase in the average number of hours worked and an increase in average hourly wages. The large increase in earnings may be a reflection of the unique circumstances of the families in the sample. These families had been continuously on welfare for long periods of time before they had to leave due to time limits. Because of their lack of recent work experience, it is likely that many of the respondents had to take relatively low-paying unstable jobs with limited work hours when they initially reached their time limits.

In the year since leaving Work First, they have had the opportunity to find higher paying jobs with more work hours or to advance within their existing jobs. The earnings progression among this sample, therefore, may not be typical of what might be found among a broader sample of welfare leavers.

6.3 EARNINGS PATTERNS AMONG DIFFERENT SUB-GROUPS

This section presents data on factors associated with different levels of earnings among the survey respondents.

Earnings and Educational Level of the Respondent

As shown in *Exhibit III-21: Monthly Earnings at Primary Job by Education Level, Round 1 and Round 2 Surveys*, persons who had attended college had substantially higher monthly earnings than other respondents. Persons who had completed only high school or a GED had much higher earnings than persons without a high school diploma or GED. In terms of earnings gains, all three groups showed some gains. However, by far the largest gains were experienced by persons who had a high school diploma or GED or who had attended college.

Exhibit III-21
MONTHLY EARNINGS AT PRIMARY JOB, BY EDUCATION

ROUND 1	EDUCATION			
	NO HSD OR GED	HSD/GED ONLY	ATTENDED COLLEGE	TOTAL

$1 to $400	37.5%	33.3%	20.3%	27.7%
$401 to $800	20.8%	23.8%	14.1%	18.5%
$801 to $1,000	29.2%	31.0%	23.4%	26.9%
$1,201 to $1,600	12.5%	11.9%	17.2%	14.6%
$1,601 and Over	0.0%	0.0%	25.0%	12.3%
TOTAL	100.0%	100.0%	100.0%	100.0%
MEDIAN MONTHLY EARNINGS	*$576.43*	*$698.75*	*$1,022.96*	

ROUND 2	EDUCATION			
	NO HSD OR GED	**HSD/GED ONLY**	**ATTENDED COLLEGE**	**TOTAL**
$1 to $400	33.3%	18.4%	10.2%	18.1%
$401 to $800	26.7%	23.7%	6.8%	16.5%
$801 to $1,200	33.3%	42.1%	27.1%	33.1%
$1,201 to $1,600	6.7%	10.5%	23.7%	15.7%
$1,601 and Over	0.0%	5.3%	32.2%	16.5%
TOTAL	100.0%	100.0%	100.0%	100.0%
MEDIAN MONTHLY EARNINGS	*$617.03*	*$881.70*	*$1,240.11*	

Earnings and Age of the Respondent

As shown in *Exhibit III-22: Monthly Earnings at Primary Job by Age Category*, *Round 1 and Round 2 Surveys,* the Round 1 survey results indicated that respondents under age 35 tended to have slightly higher earnings than respondents aged 35 and over. In Round 2, this pattern was even more pronounced. In terms of earnings gains, the highest percentage gains were achieved by respondents aged 30 and under.

Exhibit III-22
MONTHLY EARNINGS AT PRIMARY JOB BY AGE CATEGORY, ROUND 1 AND ROUND 2 SURVEYS

	AGE CATEGORY IN JULY 1998					
ROUND 1	**22 to 25**	**26 to 30**	**31 to 35**	**36 to 40**	**Over 40**	**TOTAL**
$1 to $400	16.7%	25.0%	14.7%	30.3%	37.0%	27.5%
$401 to $800	16.7%	25.0%	17.6%	21.2%	17.4%	19.1%
$801 to $1,200	33.3%	8.3%	26.5%	33.3%	26.1%	26.7%
$1,201 to $1,600	16.7%	25.0%	23.5%	6.1%	10.9%	14.5%
$1,601 and Over	16.7%	16.7%	17.6%	9.1%	8.7%	12.2%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
MEDIAN MONTHLY EARNINGS	*$966.58*	*$798.34*	*$1,017.55*	*$780.48*	*$690.09*	*$833.53*

	AGE CATEGORY IN ROUND 2					
ROUND 2	**22 to 25**	**26 to 30**	**31 to 35**	**36 to 40**	**Over 40**	**TOTAL**
$1 to $400		12.5%	9.4%	17.9%	26.0%	18.0%
$401 to $800			12.5%	21.4%	22.0%	16.4%
$801 to $1,200		37.5%	46.9%	25.0%	30.0%	33.6%
$1,201 to $1,600	100.0%	12.5%	9.4%	17.9%	16.0%	15.6%
$1,601 and Over		37.5%	21.9%	17.9%	6.0%	16.4%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
MEDIAN MONTHLY EARNINGS	*$1,298.13*	*$1,151.78*	*$995.90*	*$969.92*	*$822.70*	*$979.66*

Earnings and Urban/Rural Residence

Exhibit III-23: Monthly Earnings at Primary Job by Urban/Rural Residence, Round 1 and Round 2 Surveys, shows that earnings varied by county type. Wages were highest in the metropolitan counties at both Round 1 and Round 2, with median monthly earnings of $1,098.74 in Round 1 and $1,212.40 in Round 2. In Round 2, only 4.4 percent of families in rural counties had earnings of $1,601 per month or more, while 39.1 percent of families in the metropolitan counties had earnings at this level. However, residents of rural counties showed the largest percentage gains in average earnings between the two rounds of surveys.

Exhibit III-23
MONTHLY EARNINGS AT PRIMARY JOB, BY URBAN/RURAL RESIDENCE, ROUND 1 AND ROUND 2 SURVEYS

ROUND 1	COUNTY TYPE			TOTAL
	RURAL	URBAN	METROPOLITAN	
$1 to $400	32.6%	24.2%	27.3%	27.5%
$401 to $800	16.3%	22.7%	13.6%	19.1%
$801 to $1,200	32.6%	25.8%	18.2%	26.7%
$1,201 to $1,600	14.0%	15.2%	13.6%	14.5%
$1,601 and Over	4.7%	21.1%	27.3%	12.2%
TOTAL	100.0%	100.0%	100.0%	100.0%
MEDIAN MONTHLY EARNINGS	*$810.79*	*$851.93*	*$1,098.74*	*$833.53*

ROUND 2	COUNTY TYPE			TOTAL
	RURAL	URBAN	METROPOLITAN	
$1 to $400	15.6%	18.3%	21.7%	18.0%
$401 to $800	22.2%	13.3%	13.0%	16.4%
$801 to $1,200	31.1%	43.3%	13.0%	33.6%
$1,201 to $1,600	26.7%	8.3%	13.0%	15.6%
$1,601 and Over	4.4%	16.7%	39.1%	16.4%
TOTAL	100.0%	100.0%	100.0%	100.0%
MEDIAN MONTHLY EARNINGS	*$952.60*	*$939.61*	*$1,212.40*	*$979.66*

Earnings and Occupation

Exhibit III-24: Monthly Earnings at Primary Job by Occupation, Round 2 Surveys, shows monthly income by occupational category. Among the higher paying occupations in Round 2 were nurse, teacher, security guard, clerk, machinist, and assembly. Lower-paying occupations included child care/babysitters, cashier/checker, kitchen helper/dishwasher, and restaurant worker/waiter. Nurse's aides had a mixture of relatively low and relatively high monthly wages.

Exhibit III-24
MONTHLY EARNINGS AT PRIMARY JOB BY OCCUPATION,

ROUND 2 SURVEYS

OCCUPATION	MONTHLY EARNINGS					
	$1 to $400	$401 to $800	$801 to $1,200	$1,201 to $1,600	$1,601 and Over	Median Monthly Earnings
Nurse (RN)			16.7%		83.3%	$2,361.69
Teacher (K-12/substitute)					100.0%	$2,000.00
Farm worker/helper				100.0%		$1,342.30
Security guard			40.0%	40.0%	20.0%	$1,260.00
Clerk/data entry	14.3%	14.3%	14.3%	28.6%	28.6%	$1,212.40
Machinist		25.0%	25.0%	50.0%		$1,114.87
Assembly/production	12.5%		37.5%	50.0%		$1,098.74
Packer		50.0%		50.0%		$1,047.86
Administrative Assistant/Secretary	10.0%	10.0%	50.0%	20.0%	10.0%	$1,012.14
Nurse's Aide	17.6%	11.8%	35.3%	17.6%	17.6%	$987.24
Housekeeper (hospital)			100.0%			$982.04
Bus Driver		50.0%		50.0%		$959.09
Nurse's aide	16.7%	16.7%	33.3%	16.7%	16.7%	$948.27
Janitor/maintenance	33.3%		66.7%			$909.30
Housekeeper (motel/home)		37.5%	62.5%			$893.07
Teacher's aide	25.0%	25.0%	50.0%			$866.54
Restaurant worker/waiter	16.7%	33.3%	33.3%	16.7%		$807.00
Kitchen helper/dishwasher	33.3%	33.3%	33.3%			$741.51
Cashier/checker/sales clerk	28.6%	42.8%	28.6%			$722.57
Child Care/babysitter	40.9%	22.7%	31.8%	4.5%		$541.25

6.4 EARNINGS FROM SECOND AND THIRD JOBS

The second round of interviews collected additional information about respondents' income from second and third jobs. Ten respondents reported income from second jobs. Respondents' earnings from first and second jobs are shown in *Exhibit III-25: Comparison of Monthly Earnings from First and Second Jobs, Round 2 Surveys.* As noted, the income from second jobs raised the median earnings of all employed respondents from $979.66 to $985.08.

Exhibit III-25
COMPARISON OF MONTHLY EARNINGS FROM FIRST AND SECOND JOBS,

ROUND 2 SURVEYS

MONTHLY EARNINGS	FIRST JOB ONLY	FIRST AND SECOND JOB
$1 to $400	18.0%	17.1%
$401 to $800	16.4%	16.3%
$801 to $1,200	33.6%	31.0%
$1,201 to $1,600	15.6%	17.1%
$1,601 and Over	16.4%	18.6%
Total	100.0%	100.0%
MEDIAN INCOME	*$979.66*	*$985.08*

7. EMPLOYER HEALTH INSURANCE

One concern about families leaving welfare for work is that they may lose eligibility for Medicaid and not have health insurance available through their employers or other sources. Exhibit II-26 presents data on participation in employer health plans among employed respondents. The exhibit shows that there was an increase in the percentage of employed respondents who were participating in employer health plans, from 20.5 percent in Round 1 to 35.9 percent in Round 2.

The data indicate that there was a slight decline in the percentage of employed persons whose employer offered health insurance – from 61.5 percent to 55.0 percent. However, this decline was more than offset by a substantial increase in the percentage of persons who were participating in employer health plans when available. Specifically, among respondents who were working for employers with health plans, a much higher percentage were participating in the plans -- 65.3 percent in Round 2 compared to 33.3 percent in Round 1. At Round 2, only one of the 12 persons who were self-employed had health insurance through their business.

The increased participation in employer health plans when available – from about one-third to two thirds of employed respondents – was apparently due to the fact that more respondents had become eligible to participate in their employer's health plans. Exhibit II-27 presents data on the reasons why employed respondents were not participating in employer health plans when available. The data for the Round 1 surveys show that the most common reasons for not participating were that the person was a part-time employee or had not worked for the employer long enough. Since the Round 1 surveys were conducted, more respondents had been able to qualify for their employers health plan. There were two reasons for this: increased time on the job and (as noted above) increased work hours.

EXHIBIT III-26
PARTICIPATION IN EMPLOYER HEALTH INSURANCE BY EMPLOYED RESPONDENTS

STATUS	ROUND 1	ROUND 2
Employer has health plan and respondent is participating	20.5%	35.9%
Employer has health plan, but respondent is not participating	41.0%	19.1%
Employer does not have health plan	38.5%	45.0%
TOTAL	100.0%	100.0%

Exhibit III-27
REASONS FOR NOT PARTICIPATING IN EMPLOYER'S HEALTH INSURANCE PLAN

REASONS	ROUND 1	ROUND 2	CHANGE
Hasn't worked there long enough	22.9%	28.0%	+5.1%
Is a part-time employee	41.7%	44.0%	+2.3%
Is a temporary employee	6.3%	0.0%	- 6.3%
The cost is too high	10.4%	12.0%	+1.6%
Is still on Medicaid	10.4%	4.0%	- 6.4%
Doesn't know	6.3%	16.0%	+9.7%
Other	4.2%	8.0%	+3.8%
TOTAL	*(N=48)*	*(N=25)*	

*Percentages add to more than 100 because respondents were allowed to give multiple reasons.

In Round 2, only 4 percent of respondents (compared with 10.4 percent in Round 1) said they did not take their employer's health insurance because they were still covered under Medicaid. Another 12 percent felt that the cost of the health insurance was too high (compared with 10.4 percent in Round 1).

A separate question was asked about whether the respondent's children were covered under Medicaid or another health insurance plan. In the first survey, 92.7 percent of respondents stated that their children were covered. In the second survey, that percentage dropped slightly to 91 percent. Among insured children, the most common sources of coverage were Medicaid or Health Choices (91.0 percent) and employer health insurance (8.5 percent). Additional findings on health insurance and health care access are presented in Section E of this chapter.

Medicaid enrollment, therefore, may be a factor in why more respondents were not participating in employer health plans. Although it was rarely given as a reason for not participating in the employer's program, 91.7 percent of those not enrolled received Medicaid in Round 1 and 80 percent in Round 2. Nine of the 11 (81.8 percent) self-employed persons who did not have health insurance through their business also received Medicaid.

Availability of health insurance benefits did vary by occupation. As indicated in Exhibit II-28, all of the respondents in the following occupations reported that their employer offered health insurance: bus driver, farm worker, nurse, and teacher. The occupations least likely to offer health insurance benefits were motel/home housekeeper (37.5 percent), child care worker/babysitter (33.3 percent), janitor/maintenance worker (33.3 percent), administrative assistant/secretary (30 percent), cashier/checker/sales clerk (28.6 percent), and restaurant worker/waiter (22.2 percent).

Exhibit III-28
PERCENT OF EMPLOYERS OFFERING HEALTH INSURANCE, BY OCCUPATION, ROUND 2 SURVEYS

PRIMARY OCCUPATION	PERCENT
Bus driver	100.0%
Farm worker	100.0%
Housekeeper (hospital)	100.0%
Nurse	100.0%
Packer	100.0%
Teacher (K-12/substitute)	100.0%
Security guard	80.0%
Machinist	75.0%
Kitchen helper/dishwasher	66.7%
Assembly/production	63.6%
Nurse's Aide	61.1%
Teacher's Aide	50.0%
Clerk/general office/data entry/clerk typist	44.4%
Housekeeper (motel/home)	37.5%
Child care/babysitter	33.3%
Janitor/maintenance	33.3%
Administrative assistant/secretary	30.0%
Cashier/checker/sales clerk	28.6%
Restaurant worker/waiter	22.2%
TOTAL	55.0% *(N=131)*

*Self-employed respondents excluded

8. JOB SATISFACTION AND OPPORTUNITIES FOR ADVANCEMENT

Job satisfaction may be an important indicator of whether a respondent is likely to remain in their job. In Round 1, satisfaction was measured for only the primary job, but in Round 2, a respondent could report his/her job satisfaction for up to three jobs.

Exhibit III-29 presents data on satisfaction with the primary job. In the Round 2 surveys, a slightly lower percentage of employed individuals were satisfied with their current jobs than in Round 1. In Round 2, 81.2 percent of respondents indicated they were very or somewhat satisfied with their primary jobs, compared to 87.8 percent in Round 1. In Round 2, 39.2 percent said they were very satisfied with their jobs, compared with 44.6 percent in Round 1. Seven percent reported they were dissatisfied with their job in Round 2, compared to 3.6 percent in Round 1. Even though workers were slightly more satisfied in Round 1, the large majority of employed respondents were satisfied with their jobs in both surveys. In Round 2, job satisfaction with the second job was very high, with 50 percent being very satisfied and 8.3 percent being somewhat satisfied.

We can better understand reported job satisfaction by examining the number of employed people who felt that there was room for advancement in their current positions. In the Round 2 surveys, 48 percent of working respondents thought that there was room for advancement in at least one of their current positions. The Round 1 survey did not include a question on advancement opportunities.

The Round 2 survey included new questions to determine how likely respondents were to stay in their jobs. Each respondent could indicate the likelihood of staying in up to three current jobs. As indicated in Exhibit III-30, about 69 percent of respondents stated that they were "very likely to stay" or "probably would stay" in their primary job. Twenty-four percent were not sure, and 11.2 percent said that they might not stay or very likely would not stay in their primary jobs.

In terms of the likelihood of staying in <u>any</u> of their current jobs, the percentage was higher. Seventy-four percent of respondents stated they were very likely to stay or would probably stay in at least one of their current jobs.

Persons who indicated that they might not stay in their current jobs were asked the reasons. As noted in Exhibit III-31, the main reason given by these respondents was low pay (40 percent of 15 respondents).

Exhibit III-29
SATISFACTION WITH PRIMARY JOB, ROUND 1 AND ROUND 2 SURVEYS

SATISFACTION	ROUND 1	ROUND 2	CHANGE
Very satisfied	44.6%	39.2%	-1.2%
Somewhat satisfied	43.2%	42.0%	-0.5%
Neutral/no opinion	8.6%	11.9%	6.1%
Somewhat dissatisfied	3.6%	7.0%	4.8%
TOTAL	100.0%	100.0%	

Exhibit III-30
LIKELIHOOD OF STAYING IN CURRENT JOB, ROUND 2 SURVEYS

LIKELIHOOD OF STAYING	PRIMARY JOB	OTHER JOB
Very likely will stay	42.0%	33.3%
Probably will stay	26.6%	33.3%
Not sure	21.0%	25.0%
Might not stay	3.5%	0.0%
Very likely will not stay	7.0%	8.3%
TOTAL	100.0%	100.0%

Exhibit III-31
REASONS FOR POSSIBLY NOT STAYING IN THE PRIMARY JOB

REASONS	PERCENT*
Low pay	40.0%
Not enough hours	13.3%
No health insurance	13.3%
Temporary/seasonal job	6.7%
No opportunity to advance/earn more money	13.3%
Job not very interesting	13.3%
Work hours not convenient	6.7%
Poor working conditions	6.7%
Problem with boss/co-worker	6.7%
	(N=15)

B. UNEMPLOYED RESPONDENTS

This section provides more detailed information on persons who were not working for pay at the time of the surveys.

1. REASONS FOR NOT WORKING NOW

The respondents who were not employed at the time of the interviews were each asked why they were not working. The results are shown in *Exhibit III-32: Percent of Unemployed Respondents Citing Specific Reasons for Not Working.* The reason most often given by respondents in Round 2 (42.1 percent) was that the respondent could not find a job or could not get a job after applying. With further assistance or information about jobs, it is possible that these respondents might be able to overcome their barriers to employment.

The next most common reason in Round 2 was disability or illness of the respondent (22.4 percent). In addition, 3.9 percent cited the illness or disability of a child or other family member. The percentage of respondents who cited illness or disabilities as a reason for not working declined from the Round 1 surveys. The next most common reason in Round 2 was "jobs don't have benefits" (13.1 percent). About 10.5 percent were taking steps to increase their employability by enrolling in school.

Exhibit III-32
PERCENT OF UNEMPLOYED RESPONDENTS CITING SPECIFIC REASONS FOR NOT WORKING*

REASON FOR NOT WORKING	ROUND 1 *(N=82)*	ROUND 2 *(N=76)*
Cannot get/find a job	29.3%	42.1%
Disability/illness of respondent	30.5%	22.4%
Jobs don't have health benefits	19.5%	13.1%
Currently in school	20.7%	10.5%
Disability/illness of family member	6.1%	3.9%
Waiting for a new temporary assignment	6.1%	3.9%
Work hours are not convenient	6.1%	2.6%
Child care problems	4.9%	1.3%
Pregnancy complications	0.0%	1.3%
Fired or laid off	3.6%	1.3%
Jobs require training/education	2.4%	1.3%
Jobs are short term seasonal	0.0%	1.3%
Prefer to stay home with child/grandchild	2.4%	1.3%
Jobs do not pay enough	2.4%	0.0%
Receiving other income (retirement/disability)	1.2%	2.6%
Currently in job training	1.2%	0.0%
Other reasons	3.6%	7.9%

*Note: Percentages add to more than 100 because multiple responses were recorded.

Respondents Indicating Disability/Illness as the Reason for Not Working

The survey included follow-up questions on illnesses and disabilities reported by respondents. Of the 17 respondents who mentioned disability/illness (either their own or a family member's), 13 considered the condition permanent. Six of the 17 respondents stated that they were receiving SSI/SSDI, indicating that they, or the family member, was totally and permanently disabled. All but one indicated that they or the family member were receiving medical treatment. Four of the respondents were looking for work despite the condition. The most commonly reported conditions were diabetes, arthritis, and recent surgery.

3. REASONS FOR LEAVING MOST RECENT PAID EMPLOYMENT

Of the 76 respondents who were unemployed at the time of the second interview, 45 had worked at some time since leaving Work First and were asked why they had left their last job. Of these respondents, 37.8 percent (17 respondents) had quit their most recent jobs, 31.1 percent had held a temporary job, 15.6 percent were laid off, 6.7 percent left for other reasons, 4.4 percent were fired, and 4.4 percent were ill or disabled. Exhibit III-33 presents data on the 17 respondents who had quit a job. The most common reason given for quitting was an illness or disability (29.4 percent), followed by not enough hours (23.5 percent), and transportation problem/long commute (23.5 percent). Low pay was mentioned by only 6 percent of the respondents who had quit their jobs.

Exhibit III-33
REASONS FOR QUITTING MOST RECENT PAID EMPLOYMENT, ROUND 2 SURVEY

REASON FOR QUITTING	PERCENT
Health problem/disability/illness	29.4%
Not enough hours	23.5%
Transportation problem/long commute	23.5%
Problem with boss/co-workers	11.8%
Low pay	5.9%

4. CURRENT EFFORTS TO FIND A JOB

Of the respondents who were not employed at the time of the Round 2 surveys, 56.4 percent reported that they were actively looking for work. This compares with 70.2 percent of those who were not working at Round 1. At the Round 2 surveys, 10.5 percent of respondents who were not working had received some type of job placement assistance (8 of 76 unemployed individuals).

C. OTHER INCOME AND BENEFITS

This section presents findings on other income received by the respondents or by other members of their households. Results are also presented on the receipt of public assistance benefits by the families.

1. EMPLOYMENT OF OTHER ADULTS IN THE HOUSEHOLD

In Round 2, a total of 35 respondents (15.8 percent) reported that there were other adults in the home who were working for pay. As noted previously, a total of 85 (38.5 percent) of the respondents reported that there was at least one other adult in the home. It is possible that some survey respondents may have under-reported the employment of other adults.

2. CHILD SUPPORT RECEIVED BY RESPONDENTS

Fewer respondents received child support in Round 2 than they did in Round 1. About 29 percent of respondents received child support in Round 2, compared to 32.9 percent in Round 1. Part of this decline may have been due to children aging and moving out of the home

Exhibit III-34: Percent of Respondents Receiving Child Support, by Selected Characteristics, Round 2 Surveys shows that the receipt of child support varied among different sub-groups. Perhaps the most significant finding is that persons who were not working were much more likely to be receiving child support (44.4 percent) than persons who were working. It is possible that child support, combined with non-cash public assistance programs, allows some families not to work and still meet family needs. The data show that, among those working, persons with the lowest incomes were least likely to be receiving child support.

3. OTHER INCOME REPORTED BY RESPONDENTS

In Round 2, only about 1.8 percent of the respondents reported other sources of income besides earnings and child support. Seventy-five percent of those with other income were unemployed.

4. PERCENTAGE OF FAMILIES LIVING ABOVE THE POVERTY LEVEL

Using the federal poverty guidelines, we calculated the percentage of families who were living above the poverty level, based on income and family size for the respondent's immediate family only. The respondent's reported wages and child support income were included in the analysis. Based on the information reported by respondents, we estimate that 25.8 percent of the families were living above the federal poverty level at the time of the Round 2 surveys.

Exhibit III-34
PERCENT RECEIVING CHILD SUPPORT, BY SELECTED CHARACTERISTICS, ROUND 2 SURVEYS

CHARACTERISTIC	PERCENT

	RECEIVING
Education	
Did not complete high school/GED	36.7%
Completed high school/GED only	24.3%
Attended college	28.7%
Ethnicity	
White	30.0%
Non-white	26.8%
Employment Status	
Working for an employer	21.5%
Self-employed	16.7%
Unemployed	44.7%
Age	
22 to 30	25.0%
31 to 35	43.1%
36 to 40	27.7%
Over 40	22.2%
Urban/Rural	
Rural	27.1%
Urban	29.1%
Metropolitan	31.7%
Monthly Earnings from Primary Job	
Not Working	44.7%
$1 to $400	13.0%
$401 to $800	23.8%
$801 to $1,200	25.6%
$1,201 to $1,600	20.0%
$1,601 and over	23.8%

4. RECEIPT OF PUBLIC ASSISTANCE

Exhibit III-35: Self-Reported Participation in Other Public Assistance Programs shows that utilization of most public assistance declined between the two rounds of surveys. The exceptions are transportation (possibly due to the fact that more people are working), WIC, and utilities subsidies. Most families continued to receive Medicaid (75.6 percent) and Food Stamps (58.8 percent), and about 42 percent received a housing subsidy or had a unit in a public housing development. The families continued to use child care subsidies at very low rates, partly reflecting the relatively small number of younger children in the sample.

Exhibit III-36: Receipt of Public Assistance by Employment Status, Round 2 Surveys, shows that respondents who were not employed and those who were self-employed were more likely to be receiving benefits from the major public assistance programs -- Food Stamps, Medicaid, SSI/SSDI, and housing. As expected, those who were working were using public assistance programs at lower rates than those not working for pay.

Exhibit III-35
SELF-REPORTED PARTICIPATION IN PUBLIC ASSISTANCE PROGRAMS

PUBLIC ASSISTANCE PROGRAM	ROUND 1	ROUND 2	CHANGE
Medicaid	85.1%	75.6%	- 9.5%
Food Stamps	74.2%	58.8%	- 15.4%
Public Housing	26.7%	19.5%	- 7.2%
Housing Subsidy (Section 8)	23.5%	22.2%	- 1.3%
SSI/SSDI for One or More Family Members	11.8%	10.4%	- 1.4%
Child care Subsidy	9.5%	7.2%	- 2.3%
Transportation Subsidy	5.4%	6.3%	+0.9%
WIC	5.0%	5.4%	+0.4%
Fuel/Utilities Subsidy	3.6%	10.9%	+7.3%
Other	1.8%	0.5%	- 1.3%

Exhibit III-36
RECEIPT OF PUBLIC ASSISTANCE, BY EMPLOYMENT STATUS, ROUND 2 SURVEYS

	PERCENT OF EACH EMPLOYMENT STATUS RECEIVING PUBLIC ASSISTANCE				
EMPLOYMENT STATUS	FOOD STAMPS (N=130)	MEDICAID (N=167)	RENT SUBSIDY (N=49)	PUBLIC HOUSING (N=43)	SSI/ SSDI (N=23)

Working for an employer *(N=133)*	50.4%	69.9%	23.3%	16.5%	6.8%
Self-employed *(N=12)*	75.0%	83.3%	0.0%	41.7%	16.7%
Not working for pay *(N=76)*	71.1%	84.2%	23.7%	21.0%	15.8%
TOTAL *(N=221)*	58.8%	75.6%	22.2%	19.5%	10.4%

D. RESPONDENTS' PERCEPTIONS OF THEIR OVERALL FINANCIAL SITUATION

In this section, we present survey findings on how respondents viewed their overall financial situation at the time of the surveys. We also present data on whether respondents thought that they might have to return to welfare when they become eligible again.

1. PERCEIVED ADEQUACY OF INCOME AND BENEFITS

In the Round 2 surveys, respondents were asked whether they felt that the combined income and benefits received by their family were adequate to meet the family's current needs. The results are shown in Exhibit III-37. As indicated, 51.6 percent of respondents in Round 2 stated that their family's income and benefits met or exceeded their needs.

As shown in Exhibit III-38, those working for an employer were the most likely to feel that their family's current needs were being met, and those who were self-employed were the least likely.

As indicated in Exhibit III-39, respondents with the highest monthly earnings were, as expected, more likely to feel that their family's combined income from earnings and benefits were adequate to meet their needs. However, there was not a clear relationship between earnings and perceived adequacy of income and benefits.

Exhibit III-37
PERCEIVED ADEQUACY OF FAMILY INCOME AND BENEFITS, ROUND 2 SURVEYS

PERCEIVED ADEQUACY	Percent
Meet needs with some left over	20.8%
Meet needs with nothing left over	30.8%
Nearly meet needs	32.6%
Do not meet needs	15.8%
TOTAL	*(N=221)*

Exhibit III-38
PERCENT STATING INCOME AND BENEFITS ADEQUATE, BY EMPLOYMENT STATUS, ROUND 2 SURVEYS

EMPLOYMENT STATUS	PERCENT
Working for Employer	59.2%
Self-Employed	25.0%
Not Employed	42.1%

Exhibit III-39
PERCENT STATING INCOME AND BENEFITS ADEQUATE, BY TOTAL MONTHLY EARNINGS, ROUND 2 SURVEYS

MONTHLY INCOME	PERCENT
$1 to $400	50.0%
$401 to $800	38.1%
$801 to $1,200	57.5%
$1,201 to $1,600	54.6%
$1,601 and Over	79.2%
TOTAL	56.6%

2. LIKELIHOOD OF RETURNING TO WELFARE

Respondents were asked how likely it was that they would return to Work First when eligible in 2001. *Exhibit III-40: Likelihood of Returning to Work First* shows that 52.8 percent of respondents believed it very unlikely or somewhat unlikely they would reapply. Only 8.2 percent thought it very likely or somewhat likely. As shown in Exhibit III-40, the main reason why respondents might reapply was loss of a job or lack of a job (66.7 percent of respondents who thought that they might reapply).

Exhibit III-40
LIKELIHOOD OF RETURNING TO WORK FIRST

WHEN ELIGIBLE, ROUND 2 SURVEYS

LIKELIHOOD	PERCENT OF RESPONDENTS
Very likely	5.0%
Somewhat likely	3.2%
Not sure	39.1%
Somewhat likely	10.1%
Very unlikely	42.7%
TOTAL	100.0%

Exhibit III-41
REASONS MAY GO BACK ON WORK FIRST (RESPONDENTS WHO MAY REAPPLY), ROUND 2 SURVEYS

REASON MAY GO BACK	PERCENT
Loss of a job/lack of a job	66.7%
Other	22.2%
Irregular child support payments	16.7%
Loss of transportation	16.7%
Loss of health insurance	11.1%
Respondent's illness/disability	11.1%
Decrease in hours worked or wages	5.6%
Housing problems	5.6%

E. OTHER INDICATORS OF FAMILY WELL BEING

In our survey of families who had left Work First, we asked questions about a number of other aspects of the lives of the respondents and their families. Among these were "adverse events," housing and food security, access to medical care for the children, and children's school performance. These questions were included to provide a more complete picture of the lives of the families since leaving Work First

1. ADVERSE EVENTS

Round 2 of the survey included questions about different adverse events that families might have experienced since leaving Work First due to lack of money. To put the findings in context, we also asked the respondents whether they had experienced any of these adverse events

before leaving Work First. The percentage of respondents who reported experiencing these types of events is shown in *Exhibit III-42: Adverse Events Before and After Leaving Work First*.

As indicated in the exhibit, there was a noticeable increase in the percentage of respondents who reported experiencing many of the adverse events since they had left Work First, compared to the time period before they left. For all events except staying in a homeless shelter and taking in a boarder/renter, more respondents reported experiencing each of the problems after leaving Work First than while on Work First.

The most common reported event was not being able to buy food, experienced by 28.1 percent of the 221 respondents since leaving Work First. About 22 percent of the respondents said that they had fallen behind in paying the rent or mortgage, and 23.5 percent said that they had on occasion needed medical care for a family member but could not pay for it. About 11 percent had experienced occasions when they had gone without heat, water or electricity. Very few respondents reported having to place children in foster care or with others since leaving Work First or having to stay in a homeless shelter. In the following sections, we present additional findings on food security and health care access among the families.

Exhibit III-42
PERCENT OF RESPONDENTS REPORTING ADVERSE EVENTS, ROUND 2 SURVEYS

ADVERSE EVENT	EVER HAPPENED	HAPPENED WHILE ON WORK FIRST	HAPPENED AFTER LEAVING WORK FIRST
Had time when had no way to buy food	31.2%	10.9%	28.1%
Got behind in paying rent or mortgage	25.3%	9.5%	22.2%
Needed medical care for a family member but couldn't pay for it	25.3%	4.1%	23.5%
Went without heat, electricity or water	11.8%	3.6%	10.9%
Needed routine medical care for children but couldn't pay for it	9.5%	4.5%	5.9%
Moved in with friend or relative	8.6%	1.4%	8.1%
Moved because couldn't pay for housing	8.1%	2.7%	6.3%
Took in boarder/renter	1.8%	0.9%	0.9%
Placed child(ren) with someone else	1.8%	0.5%	1.8%
Stay in a homeless shelter	1.4%	0.9%	0.5%
Placed child in foster care	0.0%	0.0%	0.0%

*Percentages add to more than 100% because multiple responses were allowed.

2. FOOD ACCESS

As noted, about 28 percent of the respondents stated there had been occasions since leaving Work First when they could not afford to buy food. E*xhibit III-43: Actions Taken by Respondents When They Did Not Have Money for Food* shows how families responded before and since leaving Work First. As noted, 82.3 percent of the respondents were given food or money by relatives or friends, a slight increase from the period before leaving Work First. There was actually a decline in the percentage who had obtained meals from food pantries or shelters. The percentage getting help from faith–based organizations was about the same in both time periods.

As noted in Exhibit III-44, receipt of Food Stamps had a large impact on food access. About 47.4 percent of families who did not receive Food Stamps reported that there had been times when they had no way to buy food, compared to 21.3 percent of families who did receive Food Stamps.

Exhibit III-43
ACTIONS TAKEN BY RESPONDENTS WHEN THEY DID NOT HAVE ENOUGH MONEY FOR FOOD, BEFORE AND AFTER WORK FIRST

ACTION TAKEN	BEFORE LEAVING WORK FIRST (N=24)	AFTER LEAVING WORK FIRST (N=62)
Went hungry	4.2%	6.5%
Got meals or food at shelter/food kitchen	20.8%	8.1%
Got meals/food/money from church	12.5%	14.5%
Given food or money by friends/relatives	79.2%	82.3%

*Percentages add to more than 100% because multiple responses were allowed.

Exhibit III-44
PERCENTAGE REPORTING THERE WAS A TIME THEY COULD NOT AFFORD TO BUY FOOD SINCE LEAVING WORK FIRST

RESPONDENT STATUS	PERCENT OF RESPONDENTS
All Respondents	28.1%
Employment Status	
Working for an Employer	31.6%
Self-Employed	33.3%
Unemployed	21.1%
Monthly Earnings from Primary Job	
$1 to $400	26.1%
$401 to $800	38.1%
$801 to $1,200	37.2%
$1,201 to $1,600	35.0%
$1,601 and over	23.8%
Receipt of Food Stamps	
Receives Food Stamps	21.3%
Does Not Receive Food Stamps	47.4%

Exhibit III-44 also shows that persons who were unemployed were ***least*** likely to have had a time since leaving Work First when they had no way to buy food. Among income categories, there is not a clear pattern indicating that those with lower earnings were more likely to be unable to buy food, except that persons in the very highest category were least likely to have had a problem. Persons in the lowest income category had probably not lost their eligibility for Food Stamps.

The data on food security suggest that the problems experienced by respondents may have occurred when they obtained jobs and began losing eligibility for Food Stamps. It is possible that these problems may partly have reflected money management issues or job stability problems when families began having to budget based on earnings rather than Food Stamps and other benefits.

3. ACCESS TO HEALTH CARE

Respondents were asked questions about access to health care for themselves and their family members. The primary indicators of access to care were the following:

- whether the child was covered by health insurance; and
- whether the child had a usual source of medical care, other than the emergency room.

At the time of the second interview, 91 percent of the children were covered by some form of health insurance. *Exhibit III-45: Source of Health Insurance Among Insured Respondents* shows that, of those who were covered, 91 percent were covered under Medicaid or Health Choices. The rest were covered by insurance from an employer or from the child's other parent. A few children were covered by some other source of insurance as well as Medicaid.

About 97 percent of the respondents reported that they had a usual source of medical care for their children. Respondents were also asked where they usually took their children for medical care. Clinics were the most common providers (56.3 percent), followed by private physicians (41.4 percent). Very few mentioned HMOs (1.9 percent) or emergency rooms (0.5 percent). In Round 2, about 90 percent of the parents indicated that their usual source of medical care was the same as while they were on Work First.

Exhibit III-45
SOURCE OF HEALTH INSURANCE FOR CHILDREN AMONG INSURED RESPONDENTS

SOURCE OF INSURANCE FOR CHILDREN	ROUND 1	ROUND 2
Medicaid or Health Choices	94.1%	91.0%
Insurance through employer	5.0%	8.5%
Insurance through other parent	3.5%	1.5%
Other	0.0%	2.0%

Total	*(N=206)*	*(N=207)*

*Totals to more than 100 percent because multiple answers possible.

As noted in the previous section, 23.5 percent of the respondents reported that there had been times since leaving Work First when they needed medical care for a family member but could not pay for it. Exhibit III-46 presents data on health care coverage for the children in these families. The data indicate that 12.5 percent of the respondents did not have health care coverage for their children. This is only slightly higher than the 9 percent reported for the overall sample. Based on this analysis, it appears that the occasions when the families could not afford medical care probably involved either the respondents themselves or an adult family member.

EXHIBIT III-46
HEALTH COVERAGE FOR CHILDREN AMONG RESPONDENTS REPORTING PROBLEMS WITH HEALTH CARE ACCESS, ROUND 2 SURVEYS

SOURCE	PERCENT*
No coverage	12.5%
Medicaid or Health Choices	75.0%
Employer	7.1%
Child(ren)'s other parent	3.6%
Other	5.4%
TOTAL	*(N=56)*

* Respondents could give more than one response.

4. HOUSING ADEQUACY

The Federal Department of Housing and Urban Development has developed measures of housing adequacy to be used in assessing the status of the housing stock of the United States, including access to adequate housing for low-income families. One measure of housing adequacy is the ratio of the number of persons living in a household to the number of rooms in the housing unit. Under this standard, there should be one room, other than a bathroom, for each member of the housing unit. Households with more persons than rooms in the housing unit are considered to be crowded.

At the time of the second survey, only 2.7 percent of households lived in crowded housing by this standard. That compares to 4.3 percent of families at the time of the first survey. One factor in this trend may be the decrease in average household size.

As a basis of comparison, 17 percent of households nationwide with children under 18 resided in crowded housing in 1995. Most (82.6 percent) of the families in the survey lived in housing with more rooms than persons living in the household, and 13.1 percent lived in housing with the same number of rooms as persons in the household.

Although the respondents' housing cannot be considered crowded, their housing does have physical problems in many cases. The standard is that a housing unit is said to have a problem if any of the conditions shown in *Exhibit III-47: Housing Adequacy* are present. On the second survey, 40 percent of families reported one or more of these problems with their housing. This compares to 31.2 percent of the same families at the time of the first survey. This is a higher percentage than the nationwide average. Nationally, 13 percent of ***all*** households with children under age 18 had these types of housing problems in 1995. However, the percentage of housing problems among ***low-income*** families is not known.

Exhibit III-47
PERCENT OF RESPONDENTS REPORTING HOUSING DEFECTS

HOUSING DEFECTS	ROUND 1	ROUND 2
Portable room heater	12.2%	10.0%
Open cracks or holes	14.5%	15.8%
Water leakage	10.9%	16.3%
Security problem	8.1%	5.9%
Broken or missing windows	1.8%	8.1%
Heating or air conditioning problems	2.3%	9.0%
Electrical problems	1.4%	6.8%
Broken plaster	7.2%	6.8%
No full bathroom for exclusive use of the family	0.9% (2 Families Had No Bathroom)	0.5% (1 Family Had No Bathroom)

*Percentages do not add to 100% because multiple responses were allowed.

5. SCHOOL PERFORMANCE AND PARENTAL INVOLVEMENT

Another indicator of the overall well-being of the families is how the children are doing in school. In Round 1, 205 of the 221 families had children in school, compared to 198 in Round 2.

Respondents were asked about various aspects of school performance, including attendance patterns, academic standing, and getting along with classmates and teachers. We also asked about the frequency with which the parent(s) contacted their child's teacher or counselor for any reason during the current or most recent school year. Given the timing of the surveys, the current or most recent school year for respondents during the Round 1 surveys was mostly the last year in which they received Work First.

As indicated in *Exhibit III-48: Percent of Respondents Reporting School-Related Problems*, there was little difference in the reported frequency of problems between the Round 1 and Round 2 surveys, with the exception of an increase in the percentage of children who had to repeat a grade. Most of the families who reported problems at Round 2 had the same problems at Round 1.

In the Round 2 survey, 87 percent of parents with children in school reported that they had visited or telephoned their child(ren)=s teacher or counselor at least once during the school year. This compares with 100 percent in the Round 2 surveys. However, as shown in *Exhibit III-49: Communication With Teachers and Counselors*, the median number of contacts declined from 5 to 3 between Round 1 and Round 2.

Exhibit III-48
PERCENT OF RESPONDENTS REPORTING SCHOOL-RELATED PROBLEMS WITH THEIR CHILDREN

PROBLEM AREA	ROUND 1	ROUND 2	CHANGE
Academic Standing	24.4%	13.6%	- 10.8%
Behavior	22.9%	20.2%	- 2.7%
Repeat Grade	8.3%	17.2%	+8.9%
Attendance	7.3%	8.6%	+1.3%
Other	1.0%	3.0%	+2.0%

Exhibit III-49
COMMUNICATION WITH TEACHERS AND COUNSELORS DURING THE SCHOOL YEAR

NUMBER OF CONTACTS WITH COUNSELORS OR TEACHERS	ROUND 1	ROUND 2
0	0.0%	13.1%
1	12.7%	11.9%
2	22.0%	19.0%
3	10.2%	17.9%
4	2.9%	8.3%
5	23.4%	10.7%
6 or more	28.8%	19.0%
Median Number of Contacts	5.00	3.00

F. CHILD CARE ARRANGEMENTS AND COST

Affordable and reliable child care arrangements are necessary for many parents to get and maintain employment. At the time of the first round of interviews, only 33 of the respondents (15.1 percent) said that they used child care. At the time of the second interviews, this number had increased to 54 (24.4 percent). Of the 54 respondents, 13 used unpaid child care and 41 used paid care.

In the second survey, respondents were asked their reasons for not using child care. As shown in *Exhibit III-50: Reasons for Not Using Child Care,* the main reason given by respondents (68.3 percent) was that their children were old enough to look after themselves. This is to be expected in view of the fact that most of the sample members did not have younger children, as discussed in Chapter II of the report. Although this pattern may seem to indicate that there are a considerable number of "latchkey" children in the sample of families, it must be remembered that 38.5 percent of the respondents had other adults in the household who might be available to supervise the children after school. Very few of the respondents mentioned any problems with affordability or access to quality child care.

Although the use of child care (paid or unpaid) increased between Round 1 and Round 2, the percentage receiving county subsidies for child care decreased. In Round 1, 21 of the 33 families using child care (63.6 percent) said that they received a child care subsidy from the county. In Round 2, this dropped to 29.6 percent – 16 of the 54 respondents using child care. However, as noted above, only 41 of these 54 respondents were using paid child care as opposed to paid care. This means that 16 (39.0 percent) of the 41 respondents who were paying for child care were receiving assistance from the county.

Exhibit III-50
REASONS FOR NOT USING CHILD CARE,
ROUND 2 SURVEYS

REASONS CITED BY RESPONDENTS	PERCENT *
My children are old enough to look after themselves	68.3%
I'm not working	21.0%
I'm attending school or job training	1.2%
I can't afford to pay for child care	1.2%
I can't find a child care provider that meets my needs/I trust	1.2%
Other	12.0%
	(N=167)

*Adds to more than 100% because respondents could give more than one response.

As indicated in Exhibit III-51, respondents to the Round 2 surveys used many different types of child care. About 24 percent of the respondents who used child care were using a paid relative or friend not living in their home. The next most common type of providers were after-school programs (18.5 percent), unpaid relatives or friends not living in the home (14.8 percent), day care centers (14.8 percent), paid relatives living in the home (13 percent), unpaid relatives living in the home (9.3 percent) and Head Start sites (1.9 percent).

Of the 41 families using paid child care in Round 2, the amounts paid by the respondent for child care ranged up to $520.00 per month. The average cost was $116 per month. These cost figures refer only to amounts paid directly by the respondents and do not include subsidy payments made by the county.

Exhibit III-51
TYPES OF CHILD CARE USED BY RESPONDENTS WHO USED CHILD CARE, ROUND 2 SURVEYS

TYPE OF DAY CARE USED	PERCENT
Paid relative or friend not living in the home	24.1%
After school programs	18.5%
Unpaid relatives or friends not living in the home	14.8%
Day care centers	14.8%
Paid relatives living in the home	13.0%
Unpaid relatives living in the home	9.3%
Head Start sites	1.9%
TOTAL	100.0% *(N=54)*

G. RECEIPT OF SERVICES AND ANTICIPATED SERVICE NEEDS

This section provides findings on job training, education, and other services that respondents reported receiving since leaving Work First. We also present findings on the respondents' anticipated future needs for services.

1. RECEIPT OF SERVICES SINCE LEAVING WORK FIRST

The Round 2 surveys asked about the receipt of job training, education, and other types of services since leaving Work First. Continued access to these types of services may be important in helping the families to remain self-sufficient.

The findings are shown in Exhibit III-52. The data show that 21.7 percent of the respondents had received job training or education services. About 43 percent of these respondents had received occupational skills training, and 36.4 percent had taken course(s) at a community or technical college. A few obtained their GED (4.5 percent) or participated in Adult Basic Education (2.3 percent).

Respondents who had received education or training services since leaving Work First were slightly more likely to be working. Of the 44 individuals who had received job training or education services by the time of the second survey, 31 or 70.5 percent were employed. However, this may partly be because employed respondents are more likely to receive training sponsored by their employer. Of the respondents who were not employed at Round 2, 21.1 percent had received education or job training.

2. RECEIPT OF OTHER SERVICES

In addition to education and training services, respondents were asked about receipt of supportive services that may have assisted them to become or stay employed. In Round 2, about 23 percent of all respondents had received some type of job placement assistance. Sources of job placement assistance included county agencies (30.4 percent of those receiving job placement assistance), Employment Security Commission (34.8 percent), and community or technical college (17.4 percent). Other services used by respondents included transportation assistance, vocational rehabilitation, substance abuse treatment, domestic violence assistance and mental health counseling.

Those using transportation services were more likely to be employed. Of the 31 respondents receiving transportation assistance since leaving Work First, 21 (67.7 percent) were employed at the time of the second interview. The users of other services were less likely to be employed. Of the 7 respondents who received domestic violence assistance, 4 (57.1 percent) were employed. While most of those (52.9 percent) who received job placement services were employed, they were less likely to be employed than all respondents (65.6 percent). Of the 19 who received substance abuse treatment, 7 (36.8 percent) were employed. Of the 13 respondents who received vocational rehabilitation, 3 (23.1 percent) were employed.

Exhibit III-52

PERCENT OF FAMILIES WHO HAD RECEIVED VARIOUS SERVICES SINCE LEAVING WORK FIRST, ROUND 2 SURVEYS

SERVICE	PERCENT
Education/job training	21.7%
Job placement assistance	23.1%
Transportation assistance	14.0%
Vocational rehabilitation	5.9%
Substance abuse treatment	8.6%
Domestic violence assistance	3.2%
Mental health counseling	5.9%

3. ANTICIPATED SERVICE NEEDS

Respondents were asked whether they or someone else in their household would need specific services during the next six months. As shown in *Exhibit III-53: Additional Services Needed, Round 1 and Round 2 Surveys*, there was an overall decline in the percentage of respondents who anticipated needing each of the services listed This may indicate that families are becoming somewhat more independent and need fewer services.

The most frequently mentioned service, in both the first and second round of interviews, was assistance with obtaining child support. Forty-seven percent of the respondents in the second round of surveys anticipated needing this service, down from 61.5 percent at the time of the first interview. Housing assistance (needed by 39.8 percent) was the second most frequently mentioned service need in Round 2.

After housing assistance, the next most common service needs that respondents anticipated in the next six months were emergency food or clothing (35.7 percent), job training/education (33.5 percent), transportation (32.1 percent), job counseling/job search (31.2 percent), and child care assistance (16.3 percent). The need for job training/education was mentioned by one-third of respondents in Round 2, compared to one-half in Round 1.

Exhibit III-53
ANTICIPATED SERVICE NEEDS IN THE NEXT SIX MONTHS, ROUND 1 AND ROUND 2 SURVEYS

ANTICIPATED NEED	ROUND 1	ROUND 2	CHANGE
Child support assistance	61.5%	47.1%	-14.4%
Housing assistance	41.3%	39.8%	-1.5%
Emergency food or clothing	37.6%	35.7%	-1.9%
Job training/education	50.0%	33.5%	-16.5%
Transportation	40.8%	32.1%	-8.7%
Job counseling/search	40.4%	31.2%	-9.2%
Child care assistance	22.0%	16.3%	-5.7%
Household budgeting assistance	24.8%	10.4%	-14.4%
Mental health counseling	17.9%	6.8%	-11.1%
Domestic violence assistance	1.8%	0.9%	-0.9%
Substance abuse treatment	1.4%	0.5%	-0.9%

H. OVERALL COMPARISONS TO LIFE ON WELFARE

As a wrap-up question, the Round 2 survey asked respondents: "Overall, do you think that you and your family are better off now than when you were on Work First?" As shown in Exhibit III-54, almost 56 percent of respondents stated they were much better off or a little better off. About 29 percent said that they were about the same and 14.9 percent said that they were a little or much worse off.

As expected, the views of respondents were affected by such factors as employment and earnings. Exhibit III-55 shows that about 66 percent of those working thought that they were better off, compared to 36.8 percent of those not working. Ten percent of those who were working thought that they were worse off, compared to 23.6 percent of those who were not working.

Exhibit III-56 presents data for employed respondents on the percentage of persons in different income categories who thought that they were better off. As expected, those with higher earnings were generally more likely to think that they were better off, although the pattern is not consistent at the lowest income levels. About 38.1 percent those making $401 to $800 a month believed that they were better off, compared to 78.3 percent of those making $1,601 per month or more. However, among those making less that $400 per month, 54.3 percent thought that they were better off.

Exhibit III-54
ARE YOU BETTER OFF THAN BEFORE YOU LEFT WORK FIRST? – ROUND 2 SURVEYS

STATUS	PERCENT
Much better off	23.1%
A little better off	32.6%
About the same	29.4%
A little worse off	8.6%
Much worse off	6.3%
Total (n=221)	100.0%

Exhibit III-55
ARE YOU BETTER OFF?
-- BY EMPLOYMENT STATUS

	WORKING	NOT WORKING
Much better off	30.3%	9.2%
A little better off	35.2%	27.6%
About the same	24.1%	39.5%
A little worse off	6.9%	11.8%
Much worse off	3.4%	11.8%
Total	100.0%	100.0%

Exhibit III-56
ARE YOU BETTER OFF?
-- BY MONTHLY WAGES

STATUS	$1 to $400	$401 TO $800	$801 TO $1,200	$1,201 TO $1,600	$1,601 AND OVER
Much better off	13.6%	4.8%	25.0%	45.5%	58.3%
A little better off	40.9%	33.3%	42.5%	22.7%	25.0%
About the same	31.8%	42.9%	22.5%	18.2%	12.5%
A little worse off	4.5%	14.3%	7.5%	9.1%	4.2%
Much worse off	9.1%	4.8%	2.5%	4.5%	0.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%

Exhibit III-57 indicates that non-whites were slightly more likely than whites to think that they were better off than when on Work First. About 57 percent of nonwhites compared to 53.5 percent of whites felt that they were better off. However, whites were more likely to think that they were "much better off." About 21.2 percent of whites thought that they were worse off, compared to only 11.0 percent of non-whites.

Exhibit III-58 shows that older respondents were less likely to think that they were better off. Seventy-five percent of 22-25 year olds and 65 percent of 26-30 year olds felt that they were better off, compared to 55.6 percent of those over 40.

Exhibit III-59 indicates that those with more education were more likely to feel better off than when on Work First. About 61.7 percent of those with some post-secondary education felt that they were better off, compared to 55.4 percent of those who had completed high school only, and 44.9 percent of those who had not completed high school or a GED. However, there was not much difference among the sub-groups in the percentage who thought that they were worse off.

Finally, as noted in Exhibit III-60, those living in large metropolitan areas were more likely to feel that they were better off, compared to other respondents. It should be noted that respondents in metropolitan counties also had the highest earnings. Seventy-one percent of respondents from metropolitan county residents felt they were better off, compared to 45.7 percent of rural and 56.3 of urban residents.

Exhibit III-57
ARE YOU BETTER OFF?
-- BY ETHNICITY

	WHITE	NON-WHITE
Much better off	31.0%	19.3%
A little better off	22.5%	37.3%
About the same	25.4%	31.3%
A little worse off	11.3%	7.3%
Much worse off	9.9%	4.7%
Total	100.0%	100.0%

Exhibit III-58
ARE YOU BETTER OFF?
-- BY AGE

	22 TO 25	26 TO 30	31 TO 35	36 TO 40	OVER 40
Much better off	50.0%	20.0%	23.5%	20.0%	24.7%
A little better off	25.0%	45.0%	31.4%	32.3%	30.9%
About the same	25.0%	25.0%	29.4%	32.3%	28.4%

A little worse off	0.0%	10.0%	7.8%	9.2%	8.6%
Much worse off	0.0%	0.0%	7.8%	6.2%	7.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Exhibit III-59
ARE YOU BETTER OFF?
-- BY EDUCATION LEVEL

STATUS	No HSD or GED	HSD or GED Only	Attended College
Much better off	14.3%	21.6%	29.8%
A little better off	30.6%	33.8%	31.9%
About the same	38.8%	29.7%	23.4%
A little worse off	6.1%	10.8%	8.5%
Much worse off	10.2%	4.1%	6.4%
Total	100.0%	100.0%	100.0%

Exhibit III-60
ARE YOU BETTER OFF?
-- BY URBAN/RURAL RESIDENCE

	RURAL	URBAN	METRO
Much better off	15.7%	24.5%	31.7%
A little better off	30.0%	31.8%	39.0%
About the same	37.1%	28.2%	19.5%
A little worse off	10.0%	9.1%	4.9%
Much worse off	7.1%	6.4%	4.9%
Total	100.0%	100.0%	100.0%