



DC Family Policy Seminar

“Transitioning from Welfare to Work in the District: A Family-Centered Perspective”



BACKGROUND BRIEFING REPORT

The DC Family Policy Seminar provides accurate, relevant, non-partisan, timely information and policy options concerning issues affecting children and families to District policymakers.

The DC Family Policy Seminar is part of the National Network of State Family Policy Seminars, a project of the Family Impact Seminars, a nonpartisan public policy institute in Washington, D.C.

DC Family Policy Seminar

“Transitioning from Welfare to Work in the District: A Family-Centered Perspective”

BACKGROUND BRIEFING REPORT

By
Helena Wallin
under the direction of Laurie Bassi, Ph.D.

Georgetown University
Graduate Public Policy Program

February 15, 1996

Abstract

Public support programs such as Aid to Families with Dependent Children (AFDC) have been criticized for many years. Although the intention of AFDC is to provide temporary support to low-income families with children, many are unable to transition successfully to self-sufficiency in the job market.

As the 104th Congress and the President debate how to curb the costs of entitlement programs and decide how to "end welfare as we know it," program directors, health and human service agencies, and advocates are looking for ways to help mothers who depend primarily on welfare enter the job market and become self-sufficient. At the core of this effort are four service components: education and training, child care, health care, and case management. The focus of this seminar will be to consider, from the perspectives of both research and practice, some of the opportunities and challenges in providing these services in the District.

This report provides a brief introduction to the issues addressed by the DC Family Policy Seminar on February 15, 1996. The author thanks the numerous individuals in the District of Columbia government and in local and national organizations for contributing their time and efforts to this seminar. Special thanks are given to Valerie Gwinner, Tobi Printz, and the staff of the National Center for Education in Maternal and Child Health for their invaluable assistance in hosting this seminar.

“Transitioning from Welfare to Work in the District: A Family-Centered Perspective”

This seminar is 10th in a series designed to bring a family focus to policymaking. The panel features the following speakers:

- **Shari L. Curtis**, Senior Vice President and Chief Operating Officer, Marhsall Heights Community Development Corporation.
- **Robert Lerman**, Director of the Human Resource Policy Center, Urban Institute
- **Cindy Marano**, Executive Director, Wider Opportunities for Women
- **Demetra Nightingale**, Principal Research Associate, Urban Institute

This seminar focuses on welfare-to-work policies in the District of Columbia aimed at providing support to welfare mothers as they transition to self-sufficiency. This background report summarizes the essentials on several topics. It provides an introduction and background on several key issues confronting mothers as they transition from welfare to work, reviews certain programs targeted to aid the transition, and examines additional federal programs and their impact on mothers transitioning from welfare to work. The content of this briefing report are as follows:

I. Introduction	2
II. Education and Training	3
III. Child Care	6
IV. Additional Welfare-to-Work Concerns	8
V. Conclusion	9
Appendices	
Appendix A: District Resources	11
Appendix B: National Resources	17
Works Cited	22

I. Introduction

Entitlement programs such as Aid to Families with Dependent Children (AFDC) have been under siege for many years. The intention of AFDC was to provide support to low-income families with children, in families involving the absence, death, disability, or unemployment of at least one parent. AFDC spending has increased over the years to \$25 billion and, in 1992, served 14 million individuals. Much of this increase is due to the rise of families begun by teenagers, and an increasing number of recipients who fail to become self-sufficient after receiving assistance through AFDC. As a result of the growing number of AFDC recipients and the sheer cost of the program, welfare reform became a central theme of the 1992 presidential election campaign. As a candidate, President Bill Clinton vowed to "end welfare as we know it" and began the process for rethinking how the government supports low-income families.

The election of 1994 and the subsequent Republican control of the Congress has placed the issue of welfare on the top of the agenda once again. Congress has passed bills to abolish AFDC and create block grants to temporarily assist needy families. As this report is being written, President Clinton has again vetoed welfare measures passed by Congress, and no new laws have been signed.

At the core of the debate between the White House and Congress are:

- Curbing the rising costs of certain entitlement programs.
- Setting a time limit on receiving benefits
- Empowering recipients to return to work

Although everyone agrees that something must be done to curb costs and promote self-sufficiency in all families, many issues remain problematic in facilitating AFDC recipients' transition from welfare to work. Two-thirds of all families who enter the welfare system for the first time do manage to leave in less than two years and become self-suffi-

cient in the work place. However, many of these families return to AFDC since they take on less-than-stable jobs and are unable to support themselves in the long term (Pavetti, 1993). Research shows that what welfare recipients need most is aid in securing jobs that are more stable and the necessary supports so that they meet their families' needs (Bloom, Parrott, Shapiro, Super, 1994).

This report will focus on women of low-income status since they form the largest share of the AFDC caseload. Since 1970, the growth of families headed by females, including those never married, has more than doubled along with the growth in the number of families receiving AFDC (GAO/HEHS-95-113). On average, there are, 60,741 AFDC recipients in the District of Columbia and 70 percent of these are children (The District of Columbia Government, 1993). For women to leave AFDC for work, they must be employable and have a financial incentive to work. In order to facilitate AFDC mothers' transition from welfare to work, policymakers and program designers must address a number of problems:

1. Education and training for low-skilled AFDC recipients;
2. Child care while participants are in training or working; and
3. Health care for participants and children.

Intertwined in these three concerns is the issue of financial incentives for entering the work place. AFDC recipients may lose many benefits and incur great costs upon entering the work force (e.g., transportation costs, and loss of food stamps, health coverage, and housing subsidies). Without adequate support, employable welfare recipients will not be able to make themselves and their families self-sufficient.

The purpose of this briefing report is to summarize the obstacles to a smooth transition from welfare to work and to identify current programs that effectively help AFDC recipients in transitioning into the work force. While Congress and

the President continue to debate how to end welfare as we know it, practical discussions about the mechanics of helping people gain independence from welfare and move toward self-sufficiency must be of equal importance.

II. Education and Training

Background

In 1988, Congress enacted the Family Support Act (FSA) to increase the number of AFDC recipients participating in work training programs. The act recognized the importance of education and job skills training to avoid long-term welfare dependence. The FSA created the Job Opportunity and Basic Skills Training Program (JOBS) for recipients of AFDC benefits. According to the Government Accounting Office (GAO), the current JOBS program has three objectives (GAO/HEHS-95-28):

1. Provide a broad range of education and training;
2. Increase the number of AFDC recipients participating in these activities; and
3. Target resources to long-term and potentially long-term AFDC recipients to help them become independent from AFDC.

Under JOBS, states are required to provide support services, including child care, transportation, and other services necessary to ensure the participation of AFDC recipients (GAO/HEHS-95-113). To attain these goals, JOBS administrators use local Job Training and Partnership Act programs (JTPA), state employment services, Head Start programs, and community colleges as well as their own programs to provide training, education, and support services for JOBS participants (GAO/HEHS-95-28).

As stated in GAO/HEHS-95-28, JOBS is funded through the federal government, with states committing matching funds in three ways:

1. The federal government covers up to 90 percent of each state's JOBS spending, up to the amount spent on fiscal year 1987 welfare-to-work activities.

2. The federal share of direct costs of providing services and staff is 60–80 percent, depending on the state's average per capita income.
3. Federal appropriations cover 50 percent of administrative and support services (other than child care).

Though all AFDC recipients ages 16–59 must participate in JOBS (subject to state availability of resources), many are exempt due to experiencing incapacity or illness, working 30 hours a week or more, or caring for a child under three years of age. In FY 1992, 56 percent of AFDC parents were exempt from JOBS since they were caring for a child. Of the average 4 million parents receiving AFDC every month, only 11 percent, on average, participate in JOBS (GAO/HEHS-95-28).

In FY 1993, \$2 billion was expended by federal and state governments on JOBS programs serving 500,000 AFDC recipients nationwide each month (GAO/HEHS-95-113). In the District of Columbia, \$1.6 million was appropriated equally from local and federal funds for JOBS programs. A total of 1,338 individuals in the District received job training and education through the JOBS program (The District of Columbia Government, 1993).

Teenage Mothers Are the Fastest Growing AFDC Recipient Group

According to the Congressional Budget Office, the growth in families with female head of household, especially those headed by females who had never been married, accounted for about one-half of the sharp increase of 1.2 million AFDC families between 1989 and 1993. A study by the Center for Population Options estimates that, in 1992, the federal government spent \$34 billion in AFDC and food stamps for families started by teenagers. This represents a 36 percent increase since 1990 (GAO/HEHS-95-113). Teenage mothers are at particular risk for becoming AFDC recipients and almost half of all unmarried teenage mothers begin collecting welfare benefits within the first 48 months after giving birth (GAO/HEHS-95-202).

Between 1976 and 1992, the number of teenage mothers receiving AFDC has increased from 35,000 to 150,000 (GAO/HEHS-94-115).

What are the economic consequences of teen childbirth for girls of low-income status? Results are mixed. GAO research indicates that mothers without a high school diploma are more likely to live in poverty and receive public assistance over long periods of time than are mothers with a high school diploma or equivalent (GAO/HEHS-95-202). However, research at the University of Chicago suggests that low-income teenage mothers tend to earn more over their lifetimes than women who delay childbirth until their 20s or beyond (Thomas, 1996). This research shows that low-income teenage mothers have supports (option of living at home, parents who help with child care) that allows them to enter the job market earlier and advance faster than similarly disadvantaged women who take time out to have children later in life. The key, according to this study, is that the faster teen moms enter the work force, the better they will do over time.

Challenges Faced by JOBS Providers

Local JOBS providers face many challenges in helping their AFDC recipients find work. The overall goal of JOBS—allowing states to set program goals as they deemed necessary and effective—was defined very loosely in the Family Support Act. According to the GAO (GAO/HEHS-95-86), states have generally followed one of two program approaches for JOBS:

1. Emphasis placed on increasing earnings by helping participants find work faster (so as to leave AFDC faster); or
2. Emphasis placed on long-term learning and education (including parenting and life skills classes) to break the cycle of poverty for the recipient and her family.

Each approach attempts to enable AFDC recipients to gain independence from welfare assistance quickly, but little is known of the long-term effects

or differences between the two approaches.

According to the GAO (GAO/HEHS-95-113, 1995), program administrators also list several other reasons why it is difficult to find work for AFDC recipients:

1. Administrators lack the staffing and resources to work thoroughly enough with employers to find jobs for their participants.
2. There is a need for more flexibility in federal rules governing employment subsidies and work experience programs for participants (e.g., the need to allow options for placing participants with private sector employers—using subsidies—to gain work experience).
3. Much of the low-wage work available to many AFDC recipients does not provide enough financial incentive to make up for lost benefits and to help participants move from AFDC to work. In fact, 70 percent of JOBS administrators point to participants' lack of desire to start a low-paying job, due to concerns over losing AFDC benefits such as Medicaid and housing subsidies.

Program design is not the only factor keeping participants from working. Labor market conditions are also to blame when JOBS participants fail to move into the work force. The scarcity of jobs available and the dearth of employer interest in hiring JOBS participants adds to the difficulty in finding work for AFDC participants. In addition, many workplaces are not family-friendly and a low-wage worker experiences difficulties making ends meet with child care, transportation, and medical care concerns (GAO/HEHS-95-113).

Lastly, many providers intentionally screen out some of the AFDC population—those with a history of substance abuse, learning disabilities, emotional problems, or domestic violence. A 1994 survey revealed that 25 percent of all JOBS administrators screened out the hard-to-serve because of limited funding and staffing (GAO/HEHS-95-28). Many administrators also have trouble finding child care funds for their participants. States are

required to offer child care for any JOBS participant, and receive matching funds from the federal government. Yet, if a state cannot provide child care due to a shortage of state funds, the number of AFDC recipients participating in JOBS decreases (GAO/HEHS-95-28).

What Programs Work?

Though the number of JOBS participants who get jobs or leave AFDC annually is unknown, studies by the Government Accounting Office (GAO HEHS 95-28) indicate that certain programs have been more successful than others in providing opportunities and training that enable mothers receiving welfare to find jobs.

Two approaches exist for helping mothers who receive welfare to finish high school (or the equivalent) and enter the work force via JOBS programs. The first approach provides limited services but direct financial incentives to encourage teen moms to finish high school. Learning, Earning and Parenting (LEAP), operated by the Ohio welfare department, combines financial incentives/sanctions with active monitoring of teen parent attendance. If attendance problems occur, LEAP follows up with a \$62 reduction of AFDC benefits. If attendance is good, LEAP makes a similar increase in monthly AFDC benefits. In experimental studies, LEAP participants had higher rates of GED or high school completion than nonparticipants (GAO/HEHS-95-202).

The second approach provides limited financial rewards but focuses more effort on additional services to help teen mothers with parenting and job training. The programs that GAO studied—New Chance and Jobstart—followed up direct attendance monitoring with limited financial rewards (as did LEAP), but added case management services. If a teenager did not attend classes, case managers were assigned to discover the cause and to help eliminate barriers to attendance (e.g., child care issues, medical problems, substance abuse). Each program showed higher rates of high school

or GED completion for participants compared with nonparticipants (GAO/HEHS-95-202).

Wider Opportunities for Women (WOW), a District of Columbia-based national organization working to achieve economic independence and equal opportunity for women and girls, operates other programs to help women move from welfare to work. Some of their programs include training women for higher paying nontraditional jobs and helping women of low-income status and limited literacy gain access to postsecondary education or better paying jobs. WOW's focus is to provide opportunities for women of low-income status to improve their skills so they gain secure higher paying jobs to ensure self-sufficiency in the long term.

Although limited research exists on the effectiveness of any one program over the other, a panel of practitioners met in September 1993 to design a model of welfare-to-work policies, based on their cumulative experience in developing and operating job training, teen parent, and transitional housing programs for women. The panel developed the Act for Family Development and Independence (AFDI). According to Pearce (1995), the act contains four key elements:

1. Comprehensive services: case management, career assessment and counseling, quality education and training (both nontraditional and postsecondary), and microenterprise/self-employment training for women of low-income status. The purpose is to develop a two-year time frame for helping welfare recipients transition to work, using these services.
2. Performance standards: outcome-based standards to track economic self-sufficiency of recipients, holding systems responsible for results.
3. Transitional support program: provides increased earned income disregards for employed recipients whose earnings are not up to complete self-sufficiency.
4. Special Teen Parent Program: program to meet

teen parents' specific needs for early intervention, support for parenting and for finishing school, and individual case management, in order to determine the best living situation for teen mothers and their children.

Measuring Success of Welfare to Work Programs

It is very difficult to measure the effectiveness of JOBS and welfare-to-work programs. Currently, states are required only to report the number of JOBS participants to the federal government. The GAO has found that 27 states collect some form of annual data concerning their JOBS participants. Of those 27 states reporting, 21 percent of their JOBS participants found work in 1993. The Government Performance Results Act (GPRA) is moving federal agencies to monitor performance and outcomes nationwide. The U.S. Department of Health and Human Services has reported that it will have outcome measures in place by October 1996, and outcome goals by October 1998, in order to determine the number of JOBS participants finding work throughout the nation (GAO/HEHS-95-86).

III. Child Care*

Most AFDC recipients qualify for public aid because they are low-income families with children. Thus, for many, child care is a major hurdle to participation in the work force. As described in the previous section, limited state funds are available for child care subsidies for families with mothers in JOBS programs. Policymakers must therefore address the issue of cost and availability of child care for low-income working mothers.

Background

The rationale for federal support comes from the belief that child care acts as a work incentive

for low-income parents and that child care programs promote the child's development and education (Clark and Long, 1995). In FY 1993, the federal government provided \$1.74 billion in funding for four major child care subsidy programs for low-income working families nationwide: AFDC Child Care, Transitional Child Care, At-Risk Child Care, and the Child Care and Development Block Grant (CCDBG).

Each of these four programs targets different low-income families:

1. AFDC Child Care (\$470.4 million in FY 1993) provides funds for AFDC recipients who are working or are involved with JOBS.
2. Transitional Child Care (\$112.7 million in FY 1993) provides child care for families who have lost their AFDC eligibility by being employed for the past 12 months.
3. At-Risk Child Care (\$269.8 million in FY 1993) serves low-income working families at risk for needing AFDC unless they receive some child care assistance.
4. Child Care and Development Block Grant (\$890.6 million in FY 1993) provides broad child care subsidies for low-income working families.

Child Care for Low-Income Families in the District

Providing adequate child care for low-income families is a serious challenge in the District. The median income of families with children in 1992 was \$24,300, compared to the national average of \$35,100. In other words, half of the families in the District have an annual income of less than \$24,300 (The Annie E. Casey Foundation, 1995). The average annual income of households headed by single mothers in the District is only \$20,900 (Outtz, 1995). In 1992, 21.7 percent of children in the District of Columbia were in extreme poverty (income below 50 percent of the federal poverty level), compared to 8.9 percent nationally (The Annie E. Casey Foundation, 1995). The prevalence of poor and low-income families in the District

*This section is adapted from the September 1995 DC Family Policy Seminar Background Briefing Report by Kerry Whitacre and William Gormley entitled: *Caring for Our Children: Meeting the Child Care Needs of Low-Income, Working Families in the District*.

underscores the importance of quality child care for these families and the challenges of administering the federal child care programs and preparing for likely changes in the federal system.

In February 1995, the mayor of the District of Columbia created the Office of Early Childhood Development to consolidate all of the various child care programs in the District and to provide seamless service to families with respect to child care. Facing a budget crisis in March 1995, the District of Columbia cut child care subsidies for 1,600 children of low-income families. At the time, critics contended that some parents would have to quit their jobs because they could not afford child care. Others feared that children would be placed in poor-quality child care or left at home alone. In all, the District eliminated \$4.5 million that had been used to help families obtain child care. As part of the program, eligible parents had been receiving \$95 a week for each child (Brown, 1995). Within two weeks of the cut, the District appropriated money to save 1,000 of the slots until the end of the year.

Innovations with Low-Income Child Care

Although the government has a high stake in providing adequate child care to help low-income families move from welfare to work, business and child care agencies have begun various programs to provide child care at low cost or no cost to low-income workers. Businesses are necessarily concerned about child care for their working parents since studies have shown that business can increase the work effort of low-income mothers from 29 to 44 percent by providing full child care subsidies (Phillips, 1995).

The District of Columbia has numerous innovative programs. The District government, for example, provides child care slots to low-income families through a sliding fee scale. During FY 1993, the District operated five child development centers with a capacity for 255 children on District government work sites (The District of Columbia Government, 1993). Some local companies also

have made special efforts to provide child care assistance. Marriott Corporation and Fannie Mae, for example, are celebrated for their family-friendly policies (Moskowitz and Townsend, 1993).

Local child care agencies such as Big Mama's Childrens Center in southwest Washington, DC, are also concerned about the ability of their parents to continue working in this uncertain economic environment. Administrators at Big Mama's are working with a committee of parents and businesses to raise money for a special fund that will provide cash assistance for child care if a parent is temporarily unemployed. This fund will ensure that parents have time to look for a new job rather than fall back into depending on government assistance (DC Family Policy Seminar, 1995).

Child Care and Welfare Reform

Child care has become the subject of national debate as legislators at all levels of government wrestle with child care legislation, most recently in the context of welfare reform. The federal government must decide how much money to allocate, toward what ends, and with what restrictions. State governments and the District of Columbia must decide how much of their own funds to invest and who shall receive priority in competing for scarce child care dollars. State governments and the District of Columbia must also decide how much emphasis to place on quality, as they assess their regulatory framework and their reimbursement policies. As Zinsser (1991) states: "With child care increasingly accepted as a necessary underpinning of our national economy, what was once viewed as largely the responsibility of families is now studied as a field in need of public policy."

The case for providing accessible, affordable, quality child care to low-income families is compelling: it can enable parents to work, it can benefit children through educational enrichment, and it has the potential to reduce immediate and generational welfare dependency. Families on the borderline of poverty and welfare dependency arguably have the most difficult time coordinating

work and child care schedules. Phillips (1995) states: "The working poor are also the least likely of all income groups to receive assistance with their child care costs." Low-income families who are "doing the right thing" by working struggle with their parental responsibility to care for their children with limited fiscal capability. Although community-based institutions, including private firms, can provide some welcome relief, government intervention is also essential (Gormley, 1995).

For welfare reform to work, an integrated child care program and the funds to care for children depending on welfare are needed. Currently in the District, it is possible for a single parent to spend 43 percent of her income on child care for one infant (DC Family Policy Seminar, 1995). Thus, it is unrealistic to expect that a mother receiving AFDC will want to move into work if her income decreases substantially as a result of paying for child care.

IV. Additional Welfare to Work Concerns

Child care and job training, though possibly two of the most important considerations for AFDC mothers as they move to work, are not the only concerns for those transitioning from welfare. Health care, transportation, food stamps, and housing subsidies are other benefits that welfare moms stand to lose as they move from AFDC to become self-supporting.

A study by the General Accounting Office found that non-AFDC families were less likely to receive certain types of nonmonetary assistance (health benefits, transportation, food stamps, housing) than families receiving AFDC—thus seriously diminishing the incentive for parents to become independent of AFDC and find employment (GAO/HEHS-95-139).

Health Care

Recipients of AFDC are eligible for health benefits through Medicaid programs. Medicaid is geared

toward providing health and long-term care coverage to millions of low-income people. In 1993, of the 32.1 million individuals covered by Medicaid, 50 percent were children and 23 percent were adults from low-income families (Kaiser Commission on the Future of Medicaid, 1995).

The possibility of losing Medicaid coverage by working is a tremendous concern for many AFDC recipients as they consider entering the job market. A study by the Southern Institute on Children and Families (1994) found that 80 percent of those interviewed were likely to turn down a job offer if no insurance benefits were provided for either themselves or their children. Health benefits are usually not available for new employees or persons in low-paying jobs. Thus, the possibility of having to pay for health coverage is daunting to many welfare recipients who are considering entering the labor market. A study by Moffitt and Wolfe noted that providing health insurance benefits to all female workers would raise the employment rate of heads of families by 16 percent and decrease AFDC caseloads by up to 25 percent (1992).

The Family Support Act of 1988 created Transitional Medicaid benefits for families leaving AFDC. The act provides coverage for both parents and children for certain families, based on family size and income, for up to six months after leaving AFDC. In the District of Columbia, for instance, a family of three with an income of \$5,040 (41 percent of the federal poverty level) is eligible for Medicaid (Southern Institute on Children and Families, 1994); 60 percent of the poor population (below 100 percent of the federal poverty level) in the District are insured by Medicaid (Kaiser Commission on the Future of Medicaid, 1995).

Transportation

Another problem for low-income individuals considering work is transportation for themselves as well as for their children in out-of-home child care settings. Transportation, either by private means or public transit, is essential to employ-

ment. In the District of Columbia, a one-month bus pass costs \$20, and a one-month Metrorail pass costs \$100. Only 6.2 percent of AFDC recipients own their own car and the average value is \$585.26 (Southern Institute on Children and Families, 1994). In a study by the Southern Institute on Children and Families, 21 percent of AFDC respondents indicated that transportation was the most important determinant in accepting a full-time job (1994).

Food Stamps

Most families on AFDC receive food stamps. The federal Food Stamp Program is the ultimate "safety net" for low-income families. The program provides benefits based on need, regardless of type of family or residence. To be eligible for food stamps, a household must have a combined income of less than 130 percent of the federal poverty line. In 1993, the average monthly AFDC check totaled \$417. In addition, most AFDC families received an average of \$282 in Food Stamps, bringing the average value of their monthly checks to \$699 (Southern Institute on Children and Families, 1994). In 1992, the District of Columbia had a monthly average of 72,017 individuals receiving food stamps at an average monthly allotment of \$141. The average number of monthly food stamp recipients in the District was 22 percent higher in FY 1992 than in FY 1988 (The District of Columbia Government, 1993).

Housing

Since housing subsidies are not entitlements, only 37 percent of AFDC families received these benefits nationwide in 1993 (GAO/HEHS-95-139). Assisted housing for some AFDC recipients, however, may become crucial as they attempt to move from welfare to work and find their monthly expenses increasing as their monthly benefits and entitlements decrease.

In the District of Columbia, the Department of Housing and Community Development and the Department of Public and Assisted Housing

administer programs to increase the supply of affordable housing to low-income individuals. In 1993, the Department of Housing and Community Development managed 11,790 units of public housing. The average income of an individual living in public housing was \$6,624 in 1992, and the average occupant was a woman with children (The District of Columbia Government, 1993). As of January 1992, the waiting list for public housing totaled 14,171 households. The average waiting time for a family in need of housing was five years.

Case Management

Leaving AFDC may cause extra hardships for families if they lose benefits and entitlements. The Family Support Act of 1988 included a provision allowing states to provide case management services for families leaving AFDC to become employed. These services last for 90 days and are intended to assist families attain support services to ensure their successful transition from welfare toward self-sufficiency.

A study by the Southern Institute on Children and Families (1994) noted that staff and advocates in both Tennessee and North Carolina promote extending case management up to a year to help families through the transition. Families often encounter problems in the job probationary period (normally the first six months) when case managers could be of assistance to ensure that families do not fall back into welfare dependency.

V. Conclusion

The transition from welfare to work for many AFDC families is likely to be a rough road. A range of critical problems still exists, from education/training and child care to transportation issues, complicating many well-intentioned efforts to help AFDC recipients move into the workplace. Virtually no systematic information is available on what types of programs work for certain individuals and it is unlikely that a "silver bullet" will be found to facilitate the transition for everyone.

AFDC families are also extremely diverse, and their ability to enter the work force varies considerably. Age, education level, marital circumstance, and work experiences greatly affect employability for all AFDC recipients. Unemployment or divorce, for instance, may force one family into AFDC dependence, while a teen mother may be struggling to find employment with no educational or work experience. To put it simply, the demographics of AFDC mothers vary greatly and no one program will fit the needs of all mothers.

Although promising evidence from certain education programs for AFDC teen mothers shows that certain programs do work to help the AFDC teen population finish high school or complete the GED, systematic research is needed to determine the outcomes of other target groups. Before additional research findings become available, the best recourse for program designers and policymakers is to gather first-hand evidence from practitioners about what approaches work best for their target audience.

Policymakers concerned with helping mothers move from welfare into the workplace might also look at other innovative methods for easing the transition, such as involving noncustodial fathers with child care and providing "one-stop shopping" agencies to deliver case management services for mothers attempting to begin work. The success of welfare-to-work policies in the District and in the nation depends on ensuring adequate solutions to the barriers experienced by AFDC mothers making the transition to self-sufficiency. ■

Appendix A

District Resources

The following section presents a brief description of resources available within the District of Columbia for children and families. This list is based on information obtained through informal surveys with local organizations and advocates. It does not represent a comprehensive analysis of local resources. Descriptions are included for purposes of reference rather than recommendation.

Anacostia/Congress Heights Partnership

2501 Martin Luther King, Jr. Avenue, S.E.
Washington, DC 20020
(202) 889-2102

Contact: Brenda Lee Richardson

The Partnership's mission is to help the most vulnerable families in Anacostia/Congress Heights become independent and self-sufficient, while strengthening and improving the total environment—the neighborhoods—in which these families are living. Community building is a holistic and continuous process of supporting residents in their efforts to come together and pursue courses of action to achieve mutual objectives. Through this process, residents are provided with the information, resources, and leadership training required to formulate and implement community actions to achieve common objectives. This will ultimately result in the establishment of a community leadership structure capable of providing sustained and effective responses to community challenges.

Big Mama's Childrens Center

4680 Martin Luther King Avenue, S.W.
Washington, DC 20003
(202) 563-5303

Contact: Debbie Hall

Big Mama's Childrens Center provides services for children ages eight weeks through 14 years.

The facility is licensed to care for 104 children. The curriculum is developmentally appropriate, with an emphasis on Afro-centric history. The center is open Monday through Friday from 6:30 a.m. to 6:00 p.m.

Catholic Charities

St. Joseph's Day Care Center Taft Junior High School

18th and Perry Street, N.E.
Washington, DC 20018
(202) 526-0100

Director: Phyllis Toner

1125 Neal Street, N.E.
Washington, DC 20002
(202) 396-8100

Director: Ruddy Hutchinson

Catholic Charities operates two child care facilities in the District, one on Neal Street and the other at the Taft Junior High School. The center on Neal Street has been in existence since 1971, serving children ages six weeks through four years. The center at Taft Junior High School serves children ages 2–5 years. Both centers serve low-income families in the District and are open from 7:00 a.m. to 6:00 p.m.

Center for Applied Research and Urban Policy University of the District of Columbia

4200 Connecticut Avenue N.W., Suite 510
Washington, DC 20008
(202) 274 -5599

Contact: Vijaya Melnick

The Center for Applied Research and Urban Policy (CARUP), conducts research on problems that affect the social and economic health of

urban areas, particularly the District of Columbia. It provides technical assistance to urban managers and policymakers. Special emphasis is placed on interdisciplinary approaches to problem solving. The center's research findings on a variety of issues are disseminated through publications, seminars, conferences, and media programs. The center's expansive list of research projects (e.g., studies on homelessness, infant/maternal health, retail food services, housing, public education, transportation) reflect the breadth of its resources and the versatility of its research fellows.

Center for Youth Services

921 Pennsylvania Avenue, S.E.
Washington, DC 20003
(202) 543-5707

Contact: Samuel Tramel

The Center for Youth Services (CYS) works with high-risk young people ages 14–21 to help them become productive adults. The center offers a multifaceted program that includes mentoring, education, job counseling and training, health care, family planning, male outreach programs, child care, and athletic and cultural recreational activities.

Central Union Mission

1350 R Street, N.W.
Washington, DC 20009
(202) 745-7118

Contact: Rev. Tony Marciano

The Central City Mission was established in 1884 as an interdenominational, Christian rescue mission providing shelter, food, clothing, and other programs and services for the homeless, hungry and poor of our nation's capital. The mission runs Camp Bennett, a summer camp for needy inner-city youth. The camp employs young Christian counselors who work with the children, focusing on Bible stories, recreation and swimming, singing, crafts, and outdoor activities. The Mission's Children Ministry includes Tiny Tots (children up to five years, the Capital Children for Christ (youth ages 6–12), and Capital Teens for

Christ (youth 13–17). In addition, the Central City Mission offers a family services program that provides bible teaching, counseling, and recreation for families (especially families in which the father is absent).

Concerned Black Men

1730 K Street, N.W.
Suite 304
Washington, DC 20006
(202) 783-5414

Contact: John Wilson

The DC Chapter of Concerned Black Men, Inc., (CBM) was founded as a nonprofit organization providing creative independent outreach. CBM members are African-American men motivated by cultural pride. Its volunteers are results-oriented, spiritually inspired, and dedicated to improving and advancing the lives of African-American children by providing hope; shaping values; providing opportunities for cultural, social, and academic enrichment; and promoting children's successes.

Consortium for Child Welfare

4406 Georgia Avenue, N.W.
Washington, DC 20011
(202) 723-3211

Contact: Tom Wells

The Consortium, composed of twelve major nonprofit family-serving agencies for the Washington metropolitan area, provides a variety of services through the collaborative efforts of its member agencies. Its main purpose remains "to develop, strengthen and improve services to children and their families in the DC child welfare system."

D.C. Action for Children

1616 P Street, N.W.
Suite 110
Washington, DC 20036
(202) 234-9404

Contact: Diane Bernstein

D.C. Action for Children (DC Act) is an independent, nonprofit, multi-issue advocacy group dedicated to improving the lives of children and

families in the District of Columbia. DC Act advocates for building communitywide support for preventive, comprehensive, and integrated services delivered at the neighborhood level. DC Act works with local providers, policymakers, and citizens on behalf of District children and families to ensure that their basic needs are met and their rights are protected.

D.C. Commission on Social Services

609 H Street N.E.
Fifth Floor
Washington, DC 20002
(202) 727-5930
Contact: Pamela Johnson

The Commission works with community collaborators of service providers, parents, and government representatives to articulate a continuum of services in support of children and families; to identify the services currently available; and to articulate and strategically plan the development of missing pieces.

Edward C. Mazique Parent / Child Center of D.C. Parenting Education Program

1719 13th Street, N.W.
Washington, DC 20009
(202) 462-3375
Contact: Charlene Walker

The center is a private, nonprofit, community-based organization involved in early intervention, early education, and family support. The center offers 13 programs at five sites in the District. Overall, the center serves 500 families in center-based and home-based care.

Families Together

65 I Street S.W.
Room 104
Washington, DC 20024
(202) 727-1835
Contact: Michael Bullock

Families Together is a program designed to preserve the family unit by providing short-term, intensive, home-based services to families where

the removal of a child is imminent due to physical abuse or neglect. Families Together works with families during a crisis period when they believe there is a significant opportunity for change. They work to keep families together in a safe environment by providing intensive intervention focused on helping parents gain a level of functioning that will strengthen problem-solving skills and ultimately prevent separation.

Family and Child Services of Washington, D.C.

929 L Street, N.W.
Washington, DC 20001
(202) 289-1510
Contact: Deanna Phelps

Family and Child Services follows a family-based day care model. It works with the Department of Human Services to provide child care to low-income families. The organization also works with a network of 45 home providers to place approximately 150 infants and preschool children in full-time child care.

For the Love of Children (FLOC)

1711-A Fourteenth Street, N.W.
Washington, DC 20009
(202) 462-8686
Contact: Fred Taylor

FLOC is a nonprofit organization whose mission is to develop family-centered structures enabling hurting children to heal and get what they need to become fully participating members of society. FLOC has an Outdoor Education Center, which provides summer experiential education, camping, year-round leadership training, and mentoring for inner-city youth and their families.

Gap Community Child Care Center

3636 16th Street, N.W.
Washington, DC 20010
(202) 462-3636
Contact: Monica Guyot

The center is a multicultural, educational, developmental program for children ages six weeks through five years. The center provides a full preschool curriculum including math, social

studies, art, music, social skills, language, and reading, and more. Breakfast, lunch, and a snack are provided for all participants.

**Greater Washington Research Center
Committee on Strategies to Reduce Chronic
Poverty**

1129 20th Street N.W.
Suite 204
Washington, DC 20036
(202) 466-6680
Contact: Carrie Thornhill

The Committee on Strategies to Reduce Chronic Poverty is a community planning and action initiative sponsored by the Greater Washington Research Center. The mission of the Committee on Strategies is to help existing mainstream and neighborhood institutions improve their ability to reduce the incidence of persons living in, or at risk for, long-term poverty and to create economic opportunity. The Committee believes in and supports a comprehensive and integrated approach to urban poverty reduction and community building. The strategic focus of the Committee is to help the community increase the earnings of working-age adults and to improve the educational attainment of children, youth, and adults.

**Head Start Program in Washington, DC
United Planning Organization**

810 Potomac Avenue, S.E.
Washington, DC 20003
(202) 546-7300
Contact: William Hughey

Established in 1965, the Head Start Program provides comprehensive child development services for low-income preschool children (ages 3–5 years). All local Head Start programs offer four major components: education, social services, parent involvement, and health services (including medical, dental, nutrition, and mental health services). Local programs are administered through grants from the U.S. Department of Health and Human Services, Administration for Children and Families. The authorizing legislation specifies that

at least 10 percent of Head Start's national enrollment must consist of children with disabilities. The District has 39 Head Start facilities, serving 1,665 children.

Human Service Collaborative

2262 Hall Place N.W.
Suite 204
Washington, DC 20007
(202) 333-1892
Contact: Sheila Pires

The Human Service Collaborative (HSC) helps agencies and communities to develop policies and programs to achieve effective, individualized, comprehensive, family-centered, community-based, and culturally sensitive human services for children, youth, and families; collaboration and service integration across agencies and jurisdictions; and cohesive, flexible systems of care for children, youth, and families at risk. HSC specializes in the integration of child and family service systems (including health, mental health, child welfare, substance abuse, juvenile justice, and education) at the federal, state and local levels.

Latin American Youth Center

3045 15th Street, N.W.
Washington, DC 20009
(with other programs at 3047 15th Street, N.W.
and 1470 Irving Street, N.W.)
(202) 483-1140
Contact: Lori Kaplan

The Latin American Youth Center (LAYC) is a community-based nonprofit organization established in the late 1960s by Latino youth to serve the needs of their peers. Since its inception, the LAYC has extended its program to adults and families, and all minority communities, including minority youth and adults who speak other languages. LAYC hosts a Teen Drop-in Center for youth to participate in a variety of activities, ranging from instrumental music, mural painting, and educational and cultural workshops to ping-pong, pool, and weight-lifting. The Arts Program provides multidisciplinary visual and performing

arts activities. LAYC also hosts a Leadership Program that trains youth and adults in leadership skills, critical thinking, and public speaking, and provides educational enrichment.

Local Initiatives Support Corporation

1825 K Street N.W., Suite 909
Washington, DC 20006
(202) 785-2908

Contact: Cecilia Bedminister

The mission of the Local Initiatives Support Corporation's (LISC) is to assist community development corporations (CDCs) in their efforts to transform distressed neighborhoods into healthy communities. LISC believes that CDCs are the best vehicles to achieve lasting and positive community change for the benefit of people with low and moderate incomes. CDCs are accountable to local residents and engage in a wide range of physical, economic, and human development activities. By marshaling private sector resources and extending financial and technical support to CDCs, LISC enables residents to set their own priorities and shape the process of community renewal.

**Office of Early Childhood Development
DC Department of Human Services**

717 14th Street, N.W.
Suite 730
Washington, DC 20005
(202) 727-1839

Contact: Barbara Ferguson Kamara

The Office of Early Childhood Development (OECD) facilitates citywide coordination of public and private efforts to expand and improve child development services to better meet the changing needs of the community. Through the OECD, the Department of Human Services contracts with DC Hotline to provide PhoneFriend, a telephone support service for latchkey children, weekdays from 3 p.m. to 9 p.m. PhoneFriend staff also make presentations to schools and community groups on school-age child care topics.

PINS (Persons In Need of Supervision)-Family Advocacy

Community Based Services, Inc.
811 Maryland Avenue, N.E.
Washington, DC 20002
(202) 543-2999

Contact: Jim Bellamy

Community Based Services, Inc., (CBSI) was founded to address the needs of families in crisis, specifically to reduce out-of-home placements by providing critical counseling, case management, and support services to families in their own homes. CBSI built its reputation by effectively responding to the needs of at-risk youth and families in their communities and by developing and delivering services to empower families to more effectively manage their lives. CBSI offers individualized case management; individual, family and group counseling; and tutorial, prevocational, and recreational services.

Washington Child Development Council

2121 Decatur Place, N.W.
Washington, DC 20008
(202) 387-0002

Contact: Bobbi Blok

The Washington Child Development Council (WCDC) is a nonprofit organization composed of concerned representatives from child development centers and family child care homes, as well as parents and other interested persons, who join together to focus on the developmental needs of the children living in the District of Columbia. WCDC encourages the District government to establish policies that promote the nurturing of children so that all children may reach their full potential. WCDC has been committed to working with teenage mothers and homeless families by serving as an advocate to promote much-needed child care services for this at-risk population.

Washington Urban League

1325 W Street N.W.
Suite 306
Washington, DC 20009
(202) 387-6052
Contact: Annette Salomon

The mission of the Washington Urban League is to secure equal rights for blacks and to increase the economic and political empowerment of blacks and other minorities in the Washington metropolitan area. The League has contracts with federal and local government agencies to conduct specially funded programs, in addition to continually seeking creative ways to involve the private sector and community groups in joint programmatic ventures.

Wider Opportunities for Women

815 15th Street, N.W.
Suite 916
Washington, DC 20005
(202) 638-3143
Contact: Cindy Marano

Wider Opportunities for Women (WOW) is a national organization that works to achieve equality of employment opportunity and economic independence for women. Its resources include program models and technical assistance guides on combined literacy and employment training for single mothers. The organization coordinates the Women's Work Force Network.

YWCA Child Development Center

624 9th Street, N.W.
Washington, DC 20001
(202) 626-0700

The YWCA Child Development Center includes child care programs designed to meet the needs of working parents, providing a developmental program within the framework of a full-day of child care. The center also has a fully licensed preschool program, providing a developmental program in half-day sessions during the school year from September to May. The center's programs are designed to meet the educational and

child care needs of today's families. The program offers a developmental approach to learning through play.

Appendix B

National Resources

Academy for Educational Development Center for Youth Development and Policy

1875 Connecticut Avenue, N.W.

Washington, DC 20009-1202

(202) 884-8000

Contact: Shepherd Zeldin

The Academy for Educational Development (AED) is an independent, nonprofit organization that addresses human development needs throughout the world. In 1990, the Academy established the Center for Youth Development and Policy Research in response to a compelling need to define and promote national and community strategies for positive youth development. The center works to ensure the well-being of disadvantaged children and youth in the United States. It searches for new solutions to youth problems by strengthening national, state, local, and community leaders' capacity to develop policies, programs, and standards for practice that are supportive of young people. Publications include *Building Life Options: School-Community Collaborations for Pregnancy Prevention in the Middle Grades*, *A Stitch in Time: Helping Young Mothers Complete High School*, and *In School Together: School-Based Child Care Serving Student Mothers*.

Advocates for Youth

1025 Vermont Avenue, N.W.

Suite 200

Washington, DC 20005

(202) 347-5700

Contact: Sue Alford

Advocates for Youth seeks to enhance the quality of life for adolescents by working to prevent premature childbearing and high-risk sexual behavior. The center's national and international

programs seek to improve adolescent decision making (through life planning and other educational programs), improve access to reproductive health care, promote the development of school-based clinics, and prevent the spread of HIV and other sexually transmitted diseases among adolescents. The organization publishes two newsletters, *Passages* and *Link: The Newsletter for School-Based and School-Linked Health Centers*, as well as provider- and consumer-oriented publications on adolescent reproductive health. A publications catalog is available.

American Youth Work Center

1200 17th Street, N.W.

Fourth Floor

Washington, DC 20036

(202) 785-0764

Contact: William Treanor

The American Youth Work Center supports the work of service providers in settings that serve youth, from adolescent health clinics to youth employment programs. The center publishes the free bimonthly newspaper *Youth Today,* which is available to policymakers and those who work with youth. The newsletter provides a broad range of information and resources related to adolescent education, health, and well-being.

Black Community Crusade for Children

25 E Street, N.W.

Washington, DC 20001

(800) 275-2222

Contact: Brian Watt

The Black Community Crusade for Children (BCCC), coordinated by the Children's Defense Fund, works to mobilize the African-American community on behalf of black children and fami-

lies. The organization promotes local, state, and national initiatives and policies that ensure a healthy start for every black child and that support efforts to revitalize communities. Activities include a public education campaign, child feeding and immunization programs, the Ella Baker Leadership Training Institute, the Black Student Leadership Network, and a clearinghouse that disseminates information on successful program models.

Center for Law and Social Policy

1616 P Street, N.W., Suite 450
Washington, DC 20036
(202) 328-5140
Contact: Paula Roberts

The Center for Law and Social Policy (CLASP) works to establish effective linkages between U.S. welfare and education systems to address the problems of America's poor families. The center provides information and technical assistance to state and federal officials, school personnel, and legal and policy advocates to achieve compliance with the Family Support Act of 1988.

Center for the Study of Social Policy

1250 Eye Street N.W.
Suite 503
Washington, DC 20005
(202) 371-1565
Contact: Julie Farber

The Center for the Study of Social Policy seeks to promote systematic reform in human services through changes in financing, administration, and delivery of services. Its mission is to effect change through the analysis of existing policies and the development of new policies reflecting both inter-governmental and interagency perspectives. The center prepares publications on income maintenance, social services, health care, disability, long-term care, and services to children, youth, and families.

Center on Budget and Policy Priorities

777 North Capitol Street, Suite 705
Washington, DC 20002
(202) 408-1080

Contact: Robert Greenstein

The Center on Budget and Policy Priorities is a nonpartisan, nonprofit organization that analyzes issues related to government programs serving low-income people. Policy issues include health and food assistance, the federal budgetary impact on low-income families, affordable housing, the working poor, income support, and tax policy. The center's WIC Project focuses on the U.S. Department of Agriculture's Special Supplemental Nutrition Program for Women, Infants and Children (WIC). The center publishes a newsletter on the WIC program and distributes reports and analyses by subscription.

Children's Defense Fund - National Office

25 E Street, N.W.
Washington, DC 20001
(202) 662-3576

Contact: Debra Weinstein

The Children's Defense Fund (CDF) exists to educate the nation about the needs of children and to encourage preventive investment in children before they get sick, drop out of school, suffer family breakdown, or get into trouble. CDF gathers data and disseminates information on key issues affecting children. The organization monitors the development and implementation of federal and state policies. CDF provides information, technical assistance, and support to a network of state and local child advocates, service providers, and public and private sector officials and leaders.

Job Corps

U.S. Department of Labor
Employment and Training Administration
200 Constitution Avenue, N.W.
Washington, DC 20210
(800) 733-5627, (202) 219-8850

Contact: Peter E. Rell

The Job Corps is a national training and employment program administered by the Department of Labor to address barriers to employment faced by disadvantaged youth throughout the United States. The purpose of Job Corps is to assist young people who need and can benefit from an intensive program, operated primarily in the residential setting of a Job Corps center, to become more responsible, employable, and productive citizens. The program is especially targets the most severely disadvantaged youth and provides total support, including basic education and vocational classes; dental, medical, and vision care; work clothing; social and recreational programs; counseling; and student leadership activities.

Joint Center for Political and Economic Studies

1090 Vermont Avenue N.W.
Suite 1100
Washington, DC 20005
(202) 789-3500
Contact: Eddie Williams

The Joint Center for Political and Economic Studies contributes to the national interest by helping black Americans participate fully and effectively in the political and economical life of our society. The center uses research and information dissemination to accomplish three objectives: improving the socioeconomic status of black Americans; increasing their influence in the political and public policy arenas; and facilitating the building of coalitions across racial lines.

National Association of Child Care Resource and Referral Agencies

1319 F Street, N.W.
Suite 810
Washington, DC 20004
(202) 393-5501
Contact: Yasmina S. Vinci

The National Association of Child Care Resource and Referral Agencies (NACCRRA) promotes the development, maintenance, and expansion of quality child care resource and referral services. The association offers parents detailed

information about local child care and early education programs and providers, current openings, and sources of financial aid. It also sponsors regional and national conferences, provides technical assistance, maintains a clearinghouse for child care information, and publishes the quarterly newsletter *CCR&R Issues*.

National Black Child Development Institute

1023 15th Street, N.W.
Suite 600
Washington, DC 20005
(202) 387-1281
Contact: Erica Tollett

The National Black Child Development Institute (NBCDI) works to improve the quality of life for African-American children and youth. The institute provides and supports program workshops and resources in child care, health care, education, and welfare for African-American children, their families, and their communities. NBCDI's affiliate network provides direct services to children and youth such as conducting the Spirit of Excellence: Each One, Reach One tutorial program, helping homeless children find adoptive families, and sponsoring cultural heritage programs. NBCDI also monitors public policy issues that affect African-American children and educates the public by publishing periodic reports and two quarterly newsletters, as well as convening an annual training conference and other public education forums.

National Child Care Information Center

301 Maple Avenue West, Suite 602
Vienna, VA 22180
(800) 616-2242
Contact: Anne Goldstein

The National Child Care Information Center is an activity of the Child Care Technical Assistance Project funded by the Administration for Children and Families (ACF). The center disseminates child care information in response to requests from states, territories and tribes, policymakers, parents, programs, organizations, providers, and the public.

Other activities include outreach to ACF grantees and the broader child care community; publication of the *Child Care Bulletin*; analysis of child care data submitted to ACF; and distribution of research, listings, and abstracts of child care publications and resources.

National Coalition for an Urban Children's Agenda

c/o National Association of State Boards of Education
1012 Cameron Street
Alexandria, VA 22314
(703) 684-4000

The National Coalition for an Urban Children's Agenda is an association of 10 national organizations (American Public Welfare Association, Child Welfare League of America, Children's Defense Fund, Council of Chief State School Officers, Council of Great City Schools, National Association of State Boards of Education, National Conference of State Legislators, National Governors' Association, National Urban League, and United States Conference of Mayors). The member organizations are concerned about children and families specifically or about public policy in general, and the coalition employs the resources of its member organizations to advance a united front for improving the welfare of children living in cities.

National Coalition of Hispanic Health and Human Services Organizations (COSSMHO)

1501 16th Street, N.W.
Washington, DC 20036
(202) 387-5000
Contact: Jane L. Delgado

COSSMHO sponsors community-based programs and interventions, supports university-based research, identifies policy concerns, develops and adapts materials, and trains Hispanic professionals and leaders. Ongoing national programs for youth include AIDS education, prevention of alcohol and other drug abuse, prevention of child abuse and sexual abuse, and adolescent pregnancy preven-

tion. COSSMHO conducts national demonstration programs, serves as a source of information and technical assistance, and conducts policy analysis. COSSMHO works with community organizations in targeting local problems and in crafting culturally sensitive solutions. COSSMHO maintains Hispanic Health Link, a computer bulletin board, to disseminate information to over 350 agencies throughout the United States.

Poverty and Race Research Action Council

1711 Connecticut Avenue, N.W., Suite 207
Washington, DC 20009
(202) 387-9887

Contact: Chester W. Hartman

The Poverty and Race Research Action Council (PRRAC) is a national organization convened by major civil liberties and antipoverty groups. The purpose of the council is to link social science research to advocacy work in order to address problems at the intersection of race and poverty. Activities include funding and commissioning research tied to local, state, and national advocacy strategies; enhancing communications between advocates and social science researchers; disseminating ideas and materials; holding conferences; and publishing materials with a focus on issues of race and poverty.

Progressive Policy Institute

518 C Street N.E.
Washington, DC 20002
(202) 547-0001

Contact: Kathleen Sylvester

The Progressive Policy Institute (PPI) advocates growth-oriented economic policies designed to stimulate broad upward mobility and foster a more inclusive and more democratic capitalism, and advocates social policies that move beyond maintaining the poor to liberating them from poverty and dependence. PPI also explores four issues that loom large on the public agenda for the 1990s: crime, health care, educational excellence, and environmental safety. PPI examines ideas for renewing the public sector by redesigning govern-

ment along more entrepreneurial and less bureaucratic lines. The Institute promotes creative ways to build America's infrastructure and to cultivate the civic virtues necessary for self-government to work.

State Medicaid Directors' Association

American Public Welfare Association

810 First Street, N.E.

Suite 500

Washington, DC 20002-4267

(202) 682-0100

Contact: Lee Partridge

The State Medicaid Directors' Association (SMDA), a nonprofit organization of representatives of state Medicaid agencies, provides a forum for communication among the states and the federal government on issues related to the Medicaid program. The association holds semiannual conferences and publishes the newsletter *MMI Bulletin*. Since 1979, SMDA has been affiliated with the American Public Welfare Association; together, they operate the Medicaid Management Institute, which provides information and technical assistance to state Medicaid agencies.

Urban Institute

2100 M Street N.W.

Washington, DC 20037

(202) 833-7200

Contact: Demetra Nightingale

The Urban Institute is a nonprofit policy research organization. The staff investigates the social and economic problems confronting the nation and government policies and public and private programs designed to alleviate them. The institute's objectives are to sharpen thinking about society's problems and efforts to solve them, improve government decisions and their implementation, and increase citizen's awareness about important public choices. Institute researchers evaluate existing policy options on a wide range of issues and offer conceptual clarification and technical assistance in the development of new strategies.

Works Cited

- The Annie E. Casey Foundation. (1995). *Kids count data book: State profiles of child well-being*. Baltimore, MD: Author.
- Bloom, D., Parrott, S., Shapiro, I., Super, D. (1994). *The personal responsibility act: An analysis*. Washington, DC: Center on Budget and Policy Priorities.
- Brown, D.L. (1995, March 21). D.C. cuts day-care subsidies for 1,600 children: Families fear effect. *The Washington Post*, p. C8.
- Clark, S., Long, S. (1995). Child care block grants and welfare reform. In I. Sawhill (Ed.) *Welfare reform: an analysis of the issues* (pp 25-28).
- DC Family Policy Seminar. (1995). *Caring for our children: Meeting the child care needs of low-income, working families in the District. Seminar highlights*. Proceedings of the DC Family Policy Seminar, Washington, DC.
- The District of Columbia Government. (1993). *Indices: A statistical index to District of Columbia services*. Washington, DC: Office of Policy and Evaluation.
- Gormley, W. (1995). *Everybody's children: Child care as a public problem*. Washington, DC: The Brookings Institution.
- The Kaiser Commission on the Future of Medicaid. (1995, April). *Health needs and Medicaid financing: State facts*. Washington, DC: Author.
- Moskowitz, M. and Townsend, C. (1993, October). 100 best companies for working mothers. *Working Mother*: 27-67.
- Outtz, J.H. (1995). *Children and families in the District of Columbia: Child care needs—Part 1: Demographic analysis*. Lanham, MD: Hamilton Outtz Consultants.
- Pavetti, L. (1993). *The dynamics of welfare and work: Exploring the process by which women work their way off welfare*. Doctoral dissertation, Harvard University, Massachusetts.
- Pearce, D.M. (1995). *From welfare to the workplace: A practitioners Plan*, Washington, DC: Wider Opportunities for Women.
- Phillips, D.A. (Ed.). (1995). *Child care for low-income families: Summary of two workshops*. Washington, DC: National Academy Press.
- Southern Institute on Children and Families. (1994). *A study of the relationships of health coverage to welfare dependency*. Columbia, SC: Author.
- Thomas, E. Jr. (1996, January 19). Is pregnancy a rational choice for poor teenagers? *The Wall Street Journal*. pp. B1, B11.
- U.S. General Accounting Office. (1994). *Families on welfare: Teenage mothers least likely to become self-sufficient* (GAO/HEHS Publication No. 94-115). Washington, DC: Author.
- U.S. General Accounting Office. (1994). *Families on welfare: Sharp rise in never-married women reflect societal trend* (GAO/HEHS Publication No. 94-92). Washington, DC: Author.
- U.S. General Accounting Office. (1995). *Welfare programs: Opportunities to continue and increase program efficiencies* (GAO/HEHS Publication No. 95-139). Washington, DC: Author.

U.S. General Accounting Office. (1995). *Welfare to work: Approaches that help teenage mothers complete high school* (GAO/HEHS Publication No. 95-202). Washington, DC: Author.

U.S. General Accounting Office. (1994). *Welfare to work: Current AFDC program not sufficiently focused on employment* (GAO/HEHS Publication No. 95-28). Washington, DC: Author.

U.S. General Accounting Office. (1995). *Welfare to work: Measuring outcomes for JOBS participants* (GAO/HEHS Publication No. 95-86). Washington, DC: Author.

U.S. General Accounting Office. (1995). *Welfare to work: Most AFDC training programs not emphasizing job placement* (GAO/HEHS Publication No. 95-113). Washington, DC: Author.

Whitacre, K., Gormley, W. (1995b, September). *Caring for our children: Meeting the child care needs of low-income, working families in the District*. Paper presented at the DC Family Policy Seminar, Washington, DC.

Zinsser, C. (1991). *Raised in east urban: Child care changes in a working class community*. New York: Teachers College Press.

The DC Family Policy Seminar is coordinated by Valerie Gwinner, Acting Project Director, National Center for Education in Maternal and Child Health, 2000 15th Street North, Suite 701, Arlington, VA 22201. (703) 524-7802.

To receive additional information about the DC Family Policy Seminar, or to request copies of the following briefing reports or highlights, please contact Tobi Printz or Helena Wallin at (703) 524-7802:

- *Helping Families and Schools Get it Done: Mentoring Interventions in the District.* November 1995.
- *Caring for our Children: Meeting the Needs of Low-Income, Working Families in the District.* September 1995.
- *Families that Play Together: Recreation and Leisure in the District.* July 1995.
- *HIV/AIDS: Helping Families Cope.* April 1995.
- *Substance Abuse Prevention and Treatment Programs: A Family Approach.* February 1995.
- *Family-Friendly Welfare Reform: Using Welfare Policies to Strengthen the Family.* November 1994.
- *Preventing Family Violence.* September 1994.
- *Preventing Adolescent Violence.* May 1994.
- *Preventing Teen Pregnancies.* December 1993.

