

NLWJC - KAGAN

EMAILS RECEIVED

ARMS - BOX 040 - FOLDER -010

[11/19/1998 - 11/20/1998]

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 18:18:07.00

SUBJECT: Possible Airline Safety Event

TO: Christa Robinson (CN=Christa Robinson/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

The FAA sent this over as possible event: The FAA would issue an NPRM that would require (or promote the voluntary disclosure) that airlines provide their flight data recorder (black box) data to the FAA on an ongoing basis in order to enhance safety in such areas as training, operating procedures and air crew performance, air traffic control, airport maintenance and design, and aircraft operations and design. Aviation industry groups have stated that they would support the voluntary implementation of this disclosure, subject to FAA assurance that information obtained would not be used in punitive enforcement actions. Currently, the FAA uses the black box data primarily only after accidents occur. This initiative would permit the data to be used to prevent future accidents. This could be ready in mid-December.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Christopher C. Jennings (CN=Christopher C. Jennings/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 20:05:49.00

SUBJECT: no weekly's

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

For the first time ever, I do not believe I have any weekly inserts for you. Turkey week precludes much happening. I forwarded you that one insert on the stem cell issue, which I think will be adequate for a report to the President on this issue. The only other immediate issue to me appears to be related to the Labor Department's amicus, which we already sent in last week and recent developments would not be particularly useful at this point. Hope you agree...

cj

p.s. I still need to talk with Elena re any issues/concerns/edits she has with the stem cell letter. Please call as soon as you can. Thanks.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 14:50:47.00

SUBJECT: NYC Council Hearing on Medicaid and Food Stamps

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Jeanne Lambrew (CN=Jeanne Lambrew/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Devorah R. Adler (CN=Devorah R. Adler/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Christopher C. Jennings (CN=Christopher C. Jennings/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

The New York City Council is planning a hearing on the Mayor's Medicaid and Food Stamp application policies, planned for this Monday the 23rd (with some rumours that it will be postponed until 12/3).

The Council has invited USDA and HHS to testify. I don't think they should testify (the agencies agree) but I think they should submit short statements for the record (USDA is prepared to do this and I understand from Devorah that HCFA is trying to figure out if it can). Do you think this is the right strategy?

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Julie A. Fernandes (CN=Julie A. Fernandes/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 16:24:10.00

SUBJECT: AG date for TPS announcement

TO: BUSBY_S (BUSBY_S @ A1 @ CD @ VAXGTWY [UNKNOWN]) (NSC)
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [.OPD])
READ:UNKNOWN

TO: Maria Echaveste (CN=Maria Echaveste/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: Marjorie Tarmey (CN=Marjorie Tarmey/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: Leslie Bernstein (CN=Leslie Bernstein/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

John Morton just called to let me know that he has reserved time on December 11th for the AG to do a press announcement and q&a re: TPS for Hondurans and Nicaraguans.

He also asked that we all make sure that we are comfortable with the AG briefing the press on this (with State), rather than just doing a release, with q&a provided to the respective press offices. John did not express a view either way, but wanted to make sure that we were sure.

julie

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 15:58:19.00

SUBJECT: Bianchi says the VP on his own added to the tobacco announcement today

TO: Jennifer L. Klein (CN=Jennifer L. Klein/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Nicole R. Rabner (CN=Nicole R. Rabner/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

a call for all states to pass a measure like California's Prop 10.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Jennifer L. Klein (CN=Jennifer L. Klein/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 09:46:35.00

SUBJECT: Child Care for Students

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Nicole R. Rabner (CN=Nicole R. Rabner/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

CC: Neera Tanden (CN=Neera Tanden/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

CC: Andrea Kane (CN=Andrea Kane/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

I wanted to update you on an issue we have had a few conversations about with Cecilia Rouse at NEC. The Department of Education recently received \$5 million to give grants to institutions of higher education to help them provide campus-based child care for low-income students (authorized during the Reauthorization of the Higher Education Act). Ceci, at Gene's request, is looking for proposals to support low-income workers who are seeking additional education and training, and has discovered that this may be a useful program to build on. (I think that happened after I told her that she should not expand CCDBG or DCTC for this purpose alone.) She has asked the Department of Education to develop a proposal to expand this program and, though not yet approved by the Department, they are thinking about raising the funding level to \$40 million. My view is that this is a good program that serves a real need, though I think the jump to \$40 million is a bit much given all of the budget constraints. Thoughts?

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Andrea Kane (CN=Andrea Kane/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 09:53:01.00

SUBJECT: Re: Child Care for Students

TO: Neera Tanden (CN=Neera Tanden/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Jennifer L. Klein (CN=Jennifer L. Klein/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Nicole R. Rabner (CN=Nicole R. Rabner/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Rice (Rice [OPD])
READ:UNKNOWN

CC: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

Community colleges have already expressed lots of interest in the \$5 million program for the current year--AACC says they've gotten more inquiries on this than on any other new initiative in a long time. Child care on site would also help welfare recipients combine work and education, and make it easier for people to use campus work study to fulfill work requirements for those attending college.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Christopher C. Jennings (CN=Christopher C. Jennings/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 19:46:20.00

SUBJECT: stem cell bullet for daily report

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

I think this is an ok description; I don't know if they are putting something like this in their weekly as well, but I was wondering if you still want an insert from us???

cj

----- Forwarded by Christopher C. Jennings/OPD/EOP on
11/19/98 07:45 PM -----

Jeffrey M. Smith
11/19/98 02:31:04 PM
Record Type: Record

To: Christopher C. Jennings/OPD/EOP
cc:
Subject: stem cell bullet for daily report

Chris -- FYI...

----- Forwarded by Jeffrey M. Smith/OSTP/EOP on 11/19/98
02:29 PM -----

Jeffrey M. Smith
11/19/98 02:26:18 PM
Record Type: Record

To: Kevin S. Moran/WHO/EOP
cc: Neal Lane/OSTP/EOP, Holly L. Gwin/OSTP/EOP
bcc: Records Management
Subject: Re: DAILY REPORT

Kevin -- a "cow/human" bullet for you to consider for today's report... let me know if you want any revisions... more, less... whatever...

-- Jeff Smith

Update on Embryonic Stem Cell Research Issues

On November 14, 1998, you requested your National Bioethics Advisory Commission (NBAC) to consider immediately the ethical, medical, and legal

implications associated with the recently reported creation of an embryonic stem cell that was part human and part cow. After discussing the issue at their meeting in Miami this week, NBAC members agreed with you that profound ethical concerns are involved, and that any attempt to create a child by combining a human cell and a non-human egg should not be permitted. The Commission is drafting a detailed response, expected to be sent tomorrow; they are also preparing to address the broader issues associated with embryonic stem cell research in general.

Kevin S. Moran 11/19/98 11:32:01 AM

Record Type: Record

To: See the distribution list at the bottom of this message
cc:
Subject: DAILY REPORT: The Stonecutter's Story

You all know how that old Japanese story begins...

There once was a Stonecutter. He was busy one day shaping stone, when a Government Official came through town. All the shop keepers offered him free goods, and he was asked to settle disputes among freinds. The Stonecutter thought to himself, "A Government Official is truely a powerful person. If I were a Government Official people would respect me, and I would be powerful. I wish I were a Government Official."

Well, the Stonecutter had no idea what he was wishing for. Today, he's working furiously -- putting up with long hours, little pay and no recognition -- to produce bullets for the President's Daily Report. But the Stonecutter has a secret -- he's still happy -- because he knows that what he's doing is an honor.

Enjoy the honor. Please get your your bullets to me by 4:00 pm.

Message Sent

To:

Gene B. Sperling/OPD/EOP
Melissa G. Green/OPD/EOP
Peter A. Weissman/OPD/EOP
Sally Katzen/OPD/EOP
Shannon Mason/OPD/EOP
Paul E. Begala/WHO/EOP
Lawrence J. Stein/WHO/EOP
Janet Murguia/WHO/EOP
Jessica L. Gibson/WHO/EOP
Mindy E. Myers/WHO/EOP
Tracey E. Thornton/WHO/EOP
Jeffrey A. Forbes/WHO/EOP
June G. Turner/WHO/EOP
Dawn L. Smalls/WHO/EOP
Carole A. Parmelee/WHO/EOP
Todd Stern/WHO/EOP
Jonathan H. Adashek/WHO/EOP
Ruby Shamir/WHO/EOP

Ann F. Lewis/WHO/EOP
Stacie Spector/WHO/EOP
Maria Echaveste/WHO/EOP
Marjorie Tarmey/WHO/EOP
Leslie Bernstein/WHO/EOP
Minyon Moore/WHO/EOP
Phillip Caplan/WHO/EOP
Sean P. Maloney/WHO/EOP
Carolyn E. Cleveland/WHO/EOP
Stephanie S. Streett/WHO/EOP
Jennifer M. Palmieri/WHO/EOP
Karin Kullman/WHO/EOP
Thurgood Marshall Jr/WHO/EOP
Kris M Balderston/WHO/EOP
Maya Seiden/WHO/EOP
Christopher J. Lavery/WHO/EOP
Virginia Apuzzo/WHO/EOP
Michael D. Malone/WHO/EOP
Brooks E. Scoville/WHO/EOP
Jeffrey M. Smith/OSTP/EOP
Katharine Button/WHO/EOP
Scott R. Hynes/OVP @ OVP
Monica M. Dixon/OVP @ OVP
Betty W. Currie/WHO/EOP
Charles F. Ruff/WHO/EOP
Cheryl D. Mills/WHO/EOP
Ora Theard/WHO/EOP
Edward F. Hughes/WHO/EOP
Joseph P. Lockhart/WHO/EOP
Lori L. Anderson/WHO/EOP
KERRICK_D @ A1 @ CD @ VAXGTWY
Rachel A. Redington/WHO/EOP
Andrew J. Mayock/WHO/EOP
Peter Rundlet/WHO/EOP
Jocelyn A. Bucaro/WHO/EOP
Sarah Salton/WHO/EOP
Tracy Pakulniewicz/WHO/EOP
Karen Tramontano/WHO/EOP
David R. Goodfriend/WHO/EOP
John Podesta/WHO/EOP
Jeffrey M. Smith/OSTP/EOP
David Y. Stevens/OSTP/EOP

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Julie A. Fernandes (CN=Julie A. Fernandes/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 18:22:31.00

SUBJECT: Irish Deportees

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TEXT:

I attended a meeting this afternoon in Minyon's office re: the immigration status of Irish nationals who have been convicted and served sentences in Ireland and/or Northern Ireland for terrorism. As you may know, under the INA, a person who has been convicted of an 'aggravated felony' is deportable and is not eligible to become a legal permanent resident in the U.S. The 1996 Immigration Act significantly broadened this category to include, among other offenses, crimes of violence, theft or burglary for which the term of imprisonment is at least 1 year. In addition, the 1996 Act eliminated the provision of the INA that had existed pre-1996 that gave the AG some discretion in this area. Under current law, the AG does not have discretion to allow someone with a conviction as an aggravated felon to avoid deportation or become a legal permanent resident.

There are currently nine Irish nationals (that the NSC knows of) living in the U.S. who are facing deportation. All of them have been convicted of terrorist acts and have served time in Northern Irish prisons. They have since moved to the U.S. and lived as illegal aliens. Last fall, at the recommendation of the Secretary of State, the AG ordered a temporary stay of deportation for six of these Irish nationals. NSC and State advocated this as a step to build confidence in and support for the peace process among Irish-Americans.

The chief concerns about doing anything for this group is that we have been very tough with illegal aliens in general and criminal aliens in particular; any deviation from that for the Irish (and not, say, for the Palestinians, Salvadorans, Liberians, etc.) would likely engender cries of our being soft on criminal aliens or -- more likely -- showing favoritism to White immigrants. However, NSC maintains that doing something to help these nine would be very important to the Irish-American community.

Minyon is going to convene a meeting (perhaps, next week) to determine whether we want to try to do anything that could provide relief for this group. NSC is preparing a short paper discussing the issue and possible options.

julie

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 09:54:06.00

SUBJECT: Supreme Court Q&A

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

Melissa Skolfield insisted on having this, and Rob said it was OK to send if we had to and he thought it was a good summary of the brief.

Now Melissa's called me and says you and she specifically spoke about not including the 'race to the bottom' stuff and she wants to know if you've changed your mind? ===== ATTACHMENT 1 =====

ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT:[ATTACH.D63]MAIL42544132K.326 to ASCII,
The following is a HEX DUMP:

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6A523F5FD3DB492274C9A716C6F5343DD954B09F10EC78FDD2C70CFC7FCA23F712478EBA13E33B
AF388AA6510EF96880856D68C7821AF8BFDA75DF7711578E17D8909824227A6A0AD17F584092B2

Q&A on Anderson v. Roe
November 17, 1998

Q: What is the Administration's position regarding California's policy of paying new residents less in welfare benefits than current residents?

A: The Administration's position is that the federal welfare reform statute (PRWORA) is constitutional, and that its residency provision, like other sections of the statute, simply gives states additional flexibility to establish welfare policies that best meet their needs. The brief argues that the purpose of the provision is to ensure that the new federal law would not create new incentives for interstate migration and would not encourage states to lower benefits, launching a "race to the bottom." The brief then argues that the federal district court erred in not examining whether California's statute was narrowly tailored to serve these purposes that underlie the federal law, and that it is doubtful whether the California statute can meet that standard. The brief urged the Supreme Court to remand the case to the federal district court to explore that issue.

Q: Why did the United States file a brief in the matter given that the U.S. is not a party to the suit and the 1996 federal welfare reform statute is not under review?

A: The United States filed a friend of the court brief because a clear question was presented about what, if any, effect the federal welfare reform act had on states' adoption of different benefit levels for new state residents. The U.S. also filed a brief because the case implicates important constitutional precedent concerning the right to travel.

Q: Does the evidence show that people move from state to state seeking higher welfare benefits?

A: There is mixed evidence on this point -- while there are no definitive studies, some studies indicate that higher benefits may encourage moving. Certainly, Congress could reasonably have determined that a provision of this kind would prevent welfare recipients from moving in search of higher benefits and states from engaging in a "race to the bottom." So far, the evidence indicates that no such race to the bottom has occurred and that in fact states are spending more per person than they were under AFDC.

Q: How many states currently provide a different benefit to new residents?

A: Thirteen states provide differential benefits to new residents (California, Florida, Georgia, Illinois, Maryland, Minnesota, New Jersey, New York, North Dakota, Pennsylvania, Rhode Island, Washington, and Wisconsin).

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Julie A. Fernandes (CN=Julie A. Fernandes/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 12:36:06.00

SUBJECT: TPS for Hondurans

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TEXT:

At a meeting this morning in Maria's office it was decided:

The AG will announce TPS for Honduras and Nicaragua in early December. DOJ is going to get back with us to confirm an exact date (checking on what works with the AG's schedule). A representative from the State Dept. will accompany the AG for the announcement (to better respond to questions re: conditions on the ground in the region, including the differences that exist among the 4 affected countries that warrant TPS for Honduras and Nicaragua and not for El Salvador and Guatemala).

This announcement will not be coupled with an announcement re: our support for legislation that would achieve parity (amnesty similar to that obtained by Cubans and Nicaraguans in NACARA) for Guatemalans, Salvadorans, and a small group of Hondurans. INS felt strongly that coupling the two would likely promote a lot of confusion on the ground (with Central Americans themselves, as well as with INS officers in the field). Also, DOJ felt that we needed more time to work the Hill re: parity before announcing our support (if we really want this legislation to pass next session).

The week prior to the TPS announcement, we will conduct a series of low-key meetings with immigrant advocates and selected Members to discuss why TPS is warranted for these two countries and not the other two, and will signal our commitment (consistent with the President's statements to the Hispanic Caucus last August) to parity for Salvadorans, Guatemalans and a small group of Hondurans. Jim Dobbins from NSC will have similar conversations with the Ambassadors of the four affected countries. The object of this effort is to attempt to blunt some of the criticism that we are likely to get for providing TPS for two of the four countries affected by Mitch. DOJ and INS are working on parity legislation that should be ready for our review soon.

State is also drafting a paper that outlines why TPS was lifted for the Dominican Republic and Haiti (in order to be prepared for questions that compare the current situations in these countries). They have already asked the embassies of Haiti and DR for their views.

State will work with DOJ on comprehensive q&a for this announcement.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 15:07:46.00

SUBJECT: Family report

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Jennifer L. Klein (CN=Jennifer L. Klein/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

CEA has attached an explanation of the changes we made that did not conform to the comments CEA got from DPC.

===== ATTACHMENT 1 =====
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT:[ATTACH.D96]MAIL46142532U.326 to ASCII,
The following is a HEX DUMP:

FF57504380070100010A020100000002050000008D1C0200000200004060A49932AAE0CD20AA69
DB352153A9039A4B7FC965F4321B0BA7BC6688541EDC837FEFA04DC906D21CF71F84DD8798084F
BC4DE8B2761789103ADC60B09499452F93E9ED0910E29B9F576309C1AC24A6C5F48A74BC16C9F7

FINAL DRAFT – NOT FOR CIRCULATION

Families and the Changing Labor Market

An analysis by the
Council of Economic Advisers

November 1998

Automated Records Management System
Hex-Dump Conversion

Families and the Changing Labor Market

Executive Summary

American families have been in the midst of change in the last three decades – changes in time worked for pay; changes in income and by whom it is earned; changes in family size; and changes in how child care and household tasks are accomplished. This report assesses these changes and the challenges and opportunities they create.

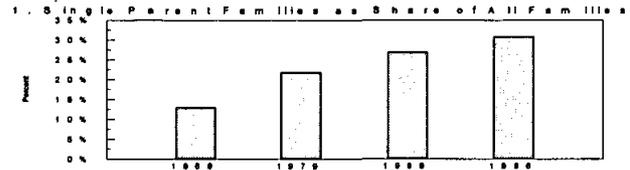
- The hours American parents work in paid jobs have increased enormously since 1969, due to a dramatic shift of mothers' time from the household to the labor market. In 1969, 38 percent of married mothers worked for pay; in 1996, 68 percent did so. Both married mothers and single parents are working more for pay today than 30 years ago.
- Average family income has increased as a result of the increase in paid work hours, so that families can purchase more goods and services than in the past. The average American family is better off economically today than in 1969, but has less time for activities other than work.
- Not everyone has gained by working harder, however. Since 1969, the top quarter of families gained, while the lower quarter lost and the middle has remained nearly constant in per-capita income, adjusted for inflation. The situation of lower-income families has been improving, however, in the strong economic expansion of the 1990s.
- At the same time, the share of families with a single parent has grown dramatically since 1969. The typical single parent has less than half as much potential income and only half as much total time as two parents have. The rising number of single parents has increased the proportion of families who are "cash-strapped" and "time-poor."
- The increase in work among women appears to have produced some reduction in the time parents spend with their children, although the evidence on time use within families is limited. Most of the extra time spent earning income has come at the expense of housework, not child care or leisure activities.
- Increased time in market work among parents raises a key set of policy issues, including the need for flexibility in paid work hours; the need for available and affordable child care; effective ways to support the earnings of families with low-wage earning parents; and the need to encourage two-parent families to form and stay together. In all of these areas, the Clinton Administration has actively worked to improve the situation of American families.

Families and the Changing Labor Market

I. Introduction

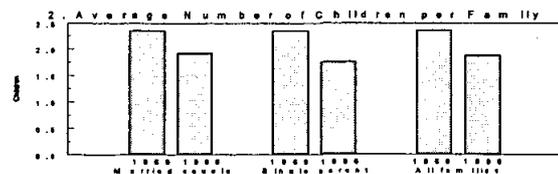
Dramatic changes have occurred over the last thirty years in how families combine work and family life. During the last three decades, women have devoted more and more time to market work. Combined with hourly earnings increases among women, this means women’s earnings have gone up substantially, while their time available for work in the home has declined. In contrast, men’s average hours of paid work and earnings have remained relatively stable. As a result, families have higher incomes, but they have less time for other activities. In short, American families have been in the midst of change – changes in time worked for pay; changes in income and by whom it is earned; changes in family size; and changes in how child care and household tasks are accomplished. This report assesses these changes since 1969 for families with children under age 18.

Two other trends in family life are also likely to affect the well-being of families with children, occurring along with changes in their income and time allocations. First, the share of families with children that are headed by a single parent has increased significantly (see figure 1). Since single parents typically have both lower incomes *and* less total adult time available for work in the home than married-couple families, this trend tends to increase the proportion of families who are “cash-strapped” and “time poor.” Second, families have decreased in size as the average number of children in families with children has declined (see figure 2).



This paper will examine how families with children are faring in the face of all these changes. Key questions to be addressed include:

- How much have hours of market work increased for families?
- How have the extra hours worked by families affected family incomes? How have these trends differentially affected families that differ in skill level, minority status, and number of parents in the household?
- How have these changes in market work and income affected how families use their time in the home? In particular, how have these changes affected parental time available for children?



Some have argued that Americans are facing more and more of a “time bind” as they work longer and longer hours in order to attain an increasing standard of living.¹ Others have

¹ Hochschild (1998); Schor (1991).

argued that, even with increases in hours of paid work, families are not realizing significant income gains, or that families are working harder and harder “just to stay in the same place.”² No such “one size fits all” characterization adequately captures the variety of experience in different segments of the population. Different types of families have experienced different changes in paid work time and income.

Overall, we find that parents today are spending more time in paid work. Time available for children has declined, but parents have protected child-rearing time by spending less time on household chores. For most groups, family income has increased. With fewer children, parents are able to buy more goods and services for themselves and their children. The average American child – particularly if he or she is living in a family headed by a married couple – is better off economically today than in 1969.

There are some groups for whom the picture is not as rosy, however. The continuing increase in the share of children living in single-parent families has substantially diminished the economic progress that families with children would otherwise have made, limiting both their income and their time. Less educated parents, who have not experienced the wage gains of other families, are working more hours without an increase in income. It is encouraging to note, however, that most of these families have experienced income gains in recent years during the strong economic expansion of the 1990s, making it easier for them to effectively combine work and family life.

Underlying and reinforcing the trends toward more paid work time and smaller families has been the long-term growth of women’s wages. Rising wages pull women into the labor market by making it more expensive for them to stay at home, in terms of foregone income. Higher wage levels for women in the labor market, combined with other changes in attitudes toward market work among women, make it unlikely that families will ever return to the way they were in 1969. With both mothers and fathers in the labor market, we have no realistic alternative but to help parents balance paid work and family life as effectively as possible.

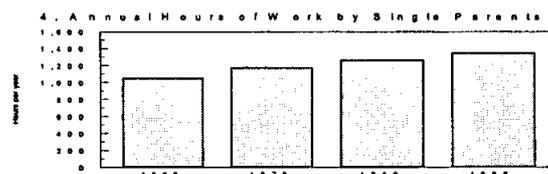
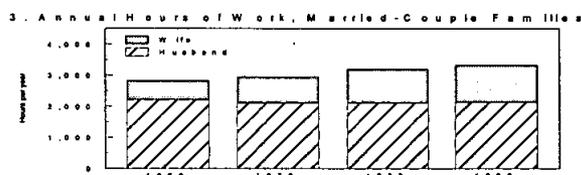
II. Trends in Hours of Market Work

The most dramatic change in the time allocation of families has been in time spent at work for pay. Since 1969, both married-couple and single-parent families have substantially increased their annual hours of paid work. These increases have come almost entirely from the women in these families, who are working more outside the home – more weeks in the year and more hours in the week – than they did thirty years ago. However, while the increase in paid work time has been widespread, the size of the increase has varied considerably across families, depending on the number of parents, their education, whether they have a preschool-age child, and their race or ethnicity.

² Bluestone and Rose (1997).

The estimates of annual hours of work presented in this section are based on the March Current Population Survey (CPS), a large representative survey of over 50,000 households each year.³ While the CPS is the only large-scale representative sample which consistently measures hours of work and family incomes on an annual basis and is therefore the standard data set used for labor market analyses, some have argued that the CPS may be inaccurate because individuals may not be able to recall accurately their usual hours of work during the last year.⁴ In section IV of this report we discuss alternative estimates of paid work time based upon “time diaries,” which require individuals to maintain detailed accounts of how they spent their time during a day.

For purposes of this analysis, we use the same definition of a “family” as the Census Bureau: all related individuals living together in the same household. We restrict the analysis to families whose head is at least eighteen years old and where there is a child under age 18. A mother (or couple) and her (their) children living in a household headed by another family member are part of the head’s family, and an unmarried parent co-habiting with a domestic partner is classified as a single parent. Throughout this paper, unless otherwise specified, the terms “wives” and “married women” refer only to



those with children.

As shown in figures 3 and 4, annual hours of paid work have increased substantially for both married-couple and single-parent families. (All families with children under 18 are included in figures 3 through 6, including parents with zero hours of paid work.) A person who works forty hours a week for 50 weeks a year (a traditional “full-time” job) will work 2,000 hours in a year. For two-parent families (figure 3) annual hours of paid work increased by 496 hours (18 percent) from 1969 to 1996; for single-parent households (figure 4) they increased by 297 hours (28 percent).

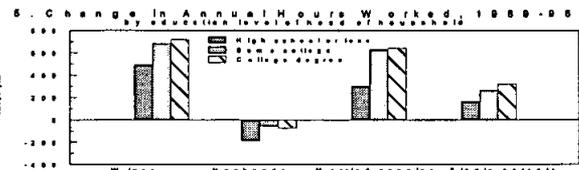
³ We are using the March 1970, 1980, 1990, and 1997 CPS data sets. The data collected each March refer to the previous calendar year. Thus we refer to data for 1969, 1979, 1989, and 1996. We chose those years because they represent peak years (or upswing, in 1996) in the business cycle and thus permit valid historical comparisons. For 1979, 1989, and 1996, information on annual hours of work was derived from two questions which ask how many weeks each individual worked in the previous year and how many hours they “usually worked” in the weeks they worked. Multiplying weeks worked by usual hours worked per week provides a measure of annual hours of work. The 1969 data are not strictly comparable to later years due to differences in data reporting. We have developed an imputation procedure to make these data more comparable to information in later years.

⁴ Juster and Stafford (1991); Robinson and Godbey, chapter 4 (1997).

Virtually all of the increase in families' market hours of work has come from increases in women's hours. Conceptually, the increase in women's hours can be divided into three components: more women are employed, employed women are working more hours per week, and employed women are working more weeks per year.

The most dramatic change has been in the percentage of women employed. In 1969, 38 percent of married women with children worked for pay, while in 1996, 68 percent did so – a 79 percent increase in employment. The increase in employment for single parents has been less dramatic: 53 percent worked for pay in 1969 and 66 percent in 1996.

Average annual hours worked *by those who worked for pay* also increased over time, showing that not all of the increase in hours came simply from more women entering the labor force. This increase was much greater for wives (who experienced a 24 percent increase) than for single parents (who experienced an 8 percent increase). This is not surprising since on average, single parents in 1969 worked more hours per year for pay than wives did in 1996.



Both hours worked per week and weeks worked per year increased for wives and single parents, among those who worked for pay. Each of these components of annual hours, like the total, increased more for wives than for single parents. Increases in hours worked per week were more dramatic than increases in weeks worked per year.

While annual hours of paid work by all wives increased greatly – by 576 hours, or 93 percent – husbands' hours of paid work decreased slightly from 1969 to 1996. This is the result of husbands working fewer weeks per year, without significantly changing their usual number of hours worked per week. These trends are consistent with estimates reported elsewhere in the literature, based on a variety of data sources.⁵

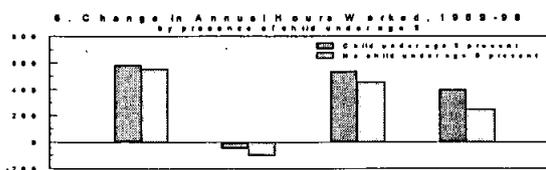
The increase in families' hours of paid work has been widespread throughout the population. All types of families – whether defined by the head's education level, spouse's education level, presence of young children, or race or ethnicity of the household head – have experienced substantial increases in hours of paid work from 1969 to 1996. In virtually every case, the increase in family hours of paid work reflects increases by wives and by single parents, rather than by husbands.

While the basic trends have been similar, however, the magnitude of the increase in hours of paid work has differed substantially across different demographic groups. In part, this is

⁵ Roness, Ilg and Gardner (1997) and Leete and Schor (1994) used CPS data, Bluestone and Rose (1997) used data from the Panel Study of Income Dynamics, and McGrattan and Rogerson (1998) used decennial Census data. All of these studies show increases in hours of work for women and decreasing or stable hours of work for men when nonemployment is taken into account.

because some groups, such as women with preschool-age children, had lower hours to start with and therefore more room for expansion than others.

- Families whose head had gone to college have increased their hours of paid work much more than those whose head had less education (see figure 5). For married couples with a college-educated husband, annual hours of paid work increased by 644 hours (23 percent) – more than twice the increase for couples in which the husband had a high school diploma or less. The difference was due to the wives’ hours increasing more and the husbands’ hours decreasing less in the college-educated families. For single parents with a college degree, hours of paid work increased by 322 hours (20 percent), compared to 165 hours (16 percent) for single parents with a high school diploma or less.*
- Families with a young child increased their hours of paid work more than those with only school-age children (see figure 6). For single parents with a child under age five, hours of paid work increased by 400 hours (50 percent), compared to 246 hours (21 percent) for single parents without a young child. For married couples, hours of paid work increased by 537 hours (20 percent) for families with a child under age five, compared to 457 hours (15 percent) for families without a young child.*
- Married couples with a white or black husband increased their hours of paid work nearly twice as much as married couples with a Hispanic husband. By contrast, single Hispanic parents increased their hours slightly more than either white or black single parents.⁶*



Why have parents changed their hours of paid work? Trends in wages and trends in paid work hours influence each other. Rising wages tend to draw more individuals into the labor force, while falling wages tend to reduce participation. In turn, more work experience leads to faster wage growth, and vice versa. As a result, wages and paid work time tend to move up (or down) together, in a virtuous (or vicious) cycle.

Trends in hours of paid work for both men and women have roughly paralleled the trends in their wages since 1969, discussed below (in section III-A).⁷ However, the magnitudes of the

⁶ Trends for Hispanic families are difficult to interpret because changing immigration patterns resulted in significant changes in the composition of the Hispanic population over this time period.

⁷ Blank, chapter 3 (1997); Juhn & Murphy (1997).

changes in paid work time are still not completely understood, as they are not easily “explained” by changes in key economic variables.⁸ The increases in paid work among women seem to be much more closely related to increases in their own wages than to the changes in their husband’s wages over this period. Declining male wages do not appear to be the main reason why women are increasing their market work.⁹ Increased work among women may also be affected by such hard-to-measure factors as changes in assumptions about women’s role in the family, diminished discrimination against women in the workplace, or falling barriers to women entering non-traditional occupations. Highly educated women have benefitted more from diminished discrimination than have women with less education, as higher-level professional and management jobs have opened up to them. Whatever the reason, large increases in market work hours among women have substantially changed the time allocation and income of families.

Are there constraints in the labor market that have led workers to choose more work – hours than they would want? For instance, perhaps some full-time workers would rather work part-time. A worker’s decision about how many hours to work on a job is determined by a number of factors. When workers accept a job, they are agreeing to a formal contract of hours and wages as well as to an implicit contract about career development. They are *jointly* choosing the type of work they do, the environment in which they do it, the wages and benefits they earn, the job’s future prospects, and the hours they work. It is possible that employees are working more hours than they would like, but that they value the other characteristics of their jobs sufficiently to work those extra hours.

III. Trends in Family Income

The upward trend in hours of market work raises questions about trends in family well-being. A family’s economic well-being is typically measured by its income. Earnings are the largest part of family income, which also includes transfer payments such as welfare and unemployment insurance, interest, dividends, and other unearned income such as child support. Earnings, in turn, are equal to hours worked for pay multiplied by the hourly wage. Rising work hours should lead to rising incomes, but the magnitude of this effect depends on changes in wages and other income sources that might be occurring at the same time.

A. Wages

⁸ Blau (1998), Danziger and Reed (1997).

⁹ Juhn and Murphy (1997).

During the same period in which women's hours of paid work have increased, inflation-adjusted wages have been increasing for women on average. Female college graduates' wages have risen more than wages among the less educated. In fact, female high school dropouts' wages have stagnated or even declined slightly. Men's wages have grown very little on average. They have fallen for men without college degrees and remained virtually constant for men with at least a BA.¹⁰ Because fringe benefits have grown since 1969, workers' hourly compensation (including the value of fringe benefits) has improved more than their wages alone.

As we discussed above, these wage changes are positively related to changes in hours of work. More educated women have shown the largest increase in their market work, and their earnings have gone up even faster as wages and hours of work rose together. Less educated men have experienced both declining wages and declining hours of work (due to decreased labor force participation and increased unemployment), leading to earnings reductions.

B. Total Family Income

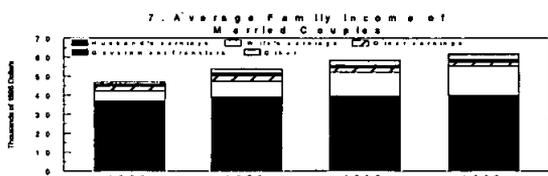
¹⁰ Blau (1998). These are the trends in mean weekly earnings of full-time workers aged 25-64. Other wage measures such as average hourly earnings or median weekly earnings show slightly different trends, but all show a similar relationship between education levels.

Putting the trends in wages and hours together, to what extent have increases in hours of paid work within families translated into increases in family income – the measure we ultimately care about? To answer this question, we present estimates of average family incomes, by income component, to provide one assessment of how the changes in hours have affected the standard of living of families in the United States.¹¹ Our income measure, as described earlier, is based upon before-tax cash income only, including cash benefits such as welfare and unemployment insurance benefits, and does not include other family resources, such as fringe benefits, food stamps, and the Earned Income Tax Credit (EITC). While these other resources and taxes are important, they are difficult to measure accurately or consistently for individual families. Because food stamp use grew rapidly in the 1970s and the EITC expanded greatly in the 1990s, the income measure we use omits more of the resources available to low-income families today than in the 1960s. Our estimates therefore understate the gains made by low-income families since 1969.¹²

Trends in income and in the various components of income (earnings, government transfers, other sources of income) have varied across different types of families.¹³

1. Trends in Income by Family Structure

Both married-couple families and single-parent families achieved increases in inflation-adjusted income from 1969 to 1996 (see figures 7 and 8). However, even though single parents had substantially higher rates of growth in paid work hours, married-couple families experienced a much larger average increase in income.



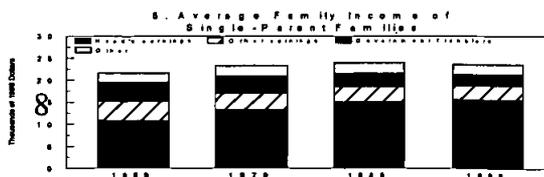
- *The incomes of married-couple families increased by more than their increase in paid work time. Their average family income increased by almost a third from 1969 to 1996 (\$14,800 in 1996 dollars), while their annual hours of paid work*

increased by less than a fifth.

¹¹ To adjust for changes in prices over time, these estimates use the CPI-U-X1 price index measure, which is commonly used in federal statistics such as the current poverty threshold. Some have argued that this measure overestimates the actual rate of change in price levels over time. Estimates that assume a lower rate of inflation produce higher estimates of inflation-adjusted income growth over time.

¹² For estimates of changes in family incomes using a broader definition of income, see Levy (1996).

¹³ Throughout the following analysis we use mean (that is, average) income, rather than the median or another indicator of the distribution. Changes in mean income can be decomposed into changes in means of the components of income, whereas changes in the median cannot. There has been a more positive change in mean income than in median income, as disproportionate growth in the upper tail of the income distribution pulls up the mean without affecting the median.



- *For single-parent families, incomes increased by much less than paid work time.* They also increased much less than the incomes of married-couple families over this period, after adjusting for inflation. Average income of single-parent families increased by less than ten percent (\$1,900 in 1996 dollars) from 1969 to 1996, while their paid work hours increased by more than a quarter.

Increases in the earnings of wives and single parents generated most of the income growth from 1969 to 1996. Single parents' earnings increased more than their total family incomes did, as earnings increases were offset by a forty percent decline in average government cash transfer payments. For two-parent families, increases in the wives' earnings represented two thirds of the increase in family income, with the remainder attributable to an increase in the husbands' earnings and an increase in unearned income from sources other than government transfer payments.

Among both wives and single parents, their increased earnings reflect an increase in hours of work and an increase in hourly earnings rates. Rising earnings among wives reflected a startling 93 percent increase in their hours and a 53 percent increase in their earnings per hour. For single parents, hours of work increased by 28 percent, while hourly earnings increased by 18 percent.

2. Trends in Income by Other Demographic Characteristics

As with hours of paid work, trends in average family incomes differ substantially across groups of families classified by education, race or ethnicity, or presence of young children. Income growth has been greater for families whose head is highly skilled, for families headed by a white person, and for families with preschool-age children.

- *More-educated families had greater income growth from 1969 to 1996.* Married couples' income grew by almost a third if the husband had a college education, but less than ten percent if the husband had a high school diploma or less. For single parents, inflation-adjusted incomes grew by eight percent if they had a college degree, but incomes *fell* by five percent for single parents with a high school diploma or less. Much of this difference in income growth reflects larger earnings increases for highly skilled wives and single parents, and larger earnings declines for low skilled husbands. Erosion of the purchasing power of cash welfare benefits also helps explain why the inflation-adjusted incomes of less-educated single parents fell.
- *Average income growth for whites was substantially higher than for blacks or Hispanics.* Among families headed by a white person, average incomes grew by almost twenty percent for both married couples (19 percent) and single parents (17 percent) from 1979 to 1996.¹⁴ For blacks, average incomes grew by less than ten percent for both two-parent

¹⁴ Our race and ethnicity comparisons begin in 1979 because the CPS did not identify Hispanics in 1969.

families (9 percent) and single-parent families (6 percent). Finally, for Hispanics, average incomes *fell* by almost five percent for married couples (4 percent) and single parents (3 percent). These results are striking, given the relatively large increases in hours worked for pay by Hispanic single parents over this period. An increasing share of recent immigrants with lower education and wage levels in the Hispanic population helps explain why Hispanics' incomes fell. In addition, wages and cash welfare benefits declined.

- *Families with a child under age five had greater average income growth than families with older children.* For married couples, average incomes increased by 38 percent for families with a child under age five, compared to 27 percent for families with only older children. For single parent families, mean incomes increased by 17 percent for those with young children, but by just 6 percent for families with only older children.¹⁵

3. Recent Trends in Family Income

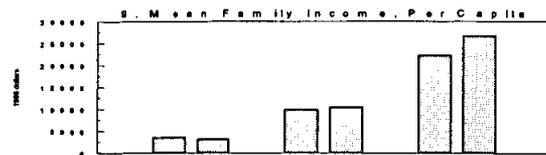
Trends in family income from 1992 to 1996 are considerably more favorable than the longer term trend since 1969. Even families headed by single parents with a high school diploma or less, whose income deteriorated from 1969 through 1992, made income gains from 1992 to 1996 during the sustained period of economic expansion under the Clinton Administration.

C. The Distribution of Family Per Capita Income

To assess the implications of income growth for families with children, we need to take account of the increasing share of single-parent families, whose incomes are lower and grew much less than the incomes of married-couple families (see section III-B above). We also need to consider the decrease in family size, because a given family income provides more resources per child when there are fewer children in the family. Moreover, because less-skilled, lower-income parents have had slower income growth than highly skilled, higher-income parents, it is important to consider the trends in income for lower-income and higher-income families, not just the average family.

Figure 9 presents estimates which incorporate the combined effects of the increasing share of single-parent families and decreasing average family size, to assess changes in incomes for families with children. To reflect changes in the share of single-parent families, the diagram shows changes for the *combined* family income distribution of single-parent and two-parent families.

In addition, as a crude way of adjusting for the



¹⁵ Of course, having a younger child often implies being a younger parent. We do not control for the age of the parent in this analysis.

differences in family size between two-parent and one-parent families and for the decreases in family size over time, family incomes are presented in per-capita terms. (This is a crude measure because it does not cost twice as much to support two people as one. On the other hand, two do cost more to support than one. The true measure of equivalent income for different family sizes lies somewhere between per capita and total income.) The chart shows the change in average income per person for the lowest quarter, the highest quarter, and the middle half of the distribution of all families' per-capita incomes.

These estimates indicate that while there has been substantial per-capita income growth for high-income families, incomes have been either stable or decreasing for lower- and middle-income families when 1996 is compared with 1969. During the economic expansion from 1992 to 1996, however, lower-income families also experienced rising per-capita incomes.

- *Since 1969, the top quarter of families gained, while the lower quarter lost and the middle half remained nearly constant in per-capita income terms, after adjusting for inflation.* The top quarter gained 20 percent (\$4,400 in 1996 dollars) from 1969 to 1996, while families in the lower quarter of the income distribution had declines of 11 percent (\$410). For families in the middle half of the family per-capita income distribution, average family incomes have remained relatively constant, with income gains of 4 percent (\$452).

Since family size has been decreasing, it follows logically that increases in mean income are less dramatic, and decreases are more dramatic, when calculated on a family basis rather than on a per capita basis.

IV. How Do Families Respond? Implications for Family Time Use Outside the Job

The trends in hours of paid work and family incomes described above have had a major impact on family life. Increasing hours of paid work may mean higher incomes, which provide more resources for parents and children. But increasing paid work time also means less time for other activities. The evidence on time allocation to non-market activities is much more limited than the data on hours of paid work and income and therefore conclusions must be more tentative.

The CPS, with its larger sample size, only allows us to examine hours spent on paid work (and therefore hours available for other activities) along with changes in family size and structure. We have limited data on what people actually do with the time they do not spend on paid work, mainly from time-use diary studies. These studies have complete data only for a small sample of people. We begin with the CPS data regarding basic trends and then discuss the more detailed time-use diary data.

A. Trends in Current Population Survey Data

Automated Records Management System
Hex-Dump Conversion

What can the CPS tell us about how the changes of the past several decades have affected the number of home hours that families have available for caring for children and maintaining a household? On the one hand, families may have less time available for child care because they are spending more time in the labor market and because there is a growing share of single parent families. On the other hand, the number of children per family has fallen, which would tend to increase parental time per child.

Figure 10 shows the trends in non-market time that custodial parents potentially had available to spend with all their children, after subtracting time spent at paid work and allowing eight hours per day for sleep. We emphasize the fact that this is only time *potentially available* in the home; there is no information in the CPS on how parents actually spend their non-market work time.

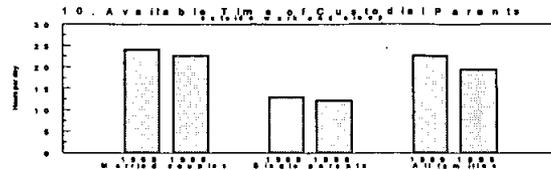


Figure 10 shows that from 1969 to 1996, both married couple and single parent families experienced a decrease in time not spent on paid work. The overall decrease is greater than the decreases within either family type because the proportion of single-parent families increased over this period.

The other extreme is to assess changes in total parental time potentially available *per child*. This measure is obviously misleading because it presumes that a single child who spends two hours a day with her parent gets as much parental attention as two children who spend four hours a day with their parents. While this assumption is clearly false, it gives us a lower bound for the impact on children. Despite increases in paid work hours for each type of family, the amount of non-market time available *per child* has *increased* for both married-couple and single-parent families since 1969. When single-parent and married-couple families are added together, however, the amount of family time per child has remained relatively constant. This reflects the fact that a shift toward more single parents tends to decrease parental time available to children, because it reduces the number of custodial parents available to spend time with children.

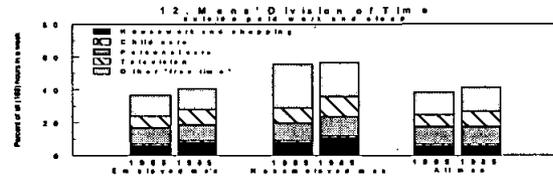
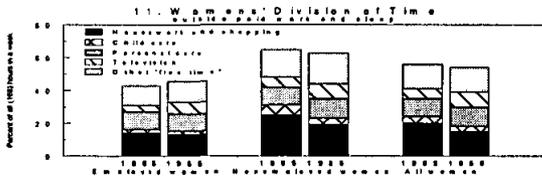
This extreme case suggests that, *at best*, parents have about as much time available to spend with their children as before, while under more realistic scenarios, the time potentially available for them to be at home with their children has declined. Interpreting what these changes in potential time available at home mean for actual time spent with children is difficult, however.

B. Time Use in the Home Estimated from Time-use Diaries

Fortunately, we have an alternative – and somewhat more informative – source of data: time-use diary surveys, which ask respondents to keep a detailed diary recording how they spend their time during a specific day. These surveys provide an alternative, more accurate method of measuring paid work time, as well as time spent in various kinds of unpaid activities, such as commuting, housework, child care, shopping, recreation, and personal care. The trends in hours

of paid work time and non-market time described above are based on data which report individuals' estimates of their usual hours worked per week in the previous year. Such estimates may not accurately portray the actual hours worked for pay because the question is somewhat ambiguous and respondents may not be able to report accurately on a "usual" week in the few minutes allowed during the CPS interview. Time-use diary measures tend to show shorter paid work hours and sometimes even different trends than the CPS.¹⁶

Unfortunately, such time-use diary surveys are conducted much less frequently and with much smaller samples than the CPS. The latest available data were collected in 1985; results of a survey done in 1992-94 are not yet available. Because of the small samples, time-use diary surveys cannot be used to examine trends for smaller subgroups of the population, such as single parents or blacks. Moreover, the individuals who complete the diaries may not represent the U.S. population as well as the CPS sample does. These surveys do, however, provide information about how much time is spent in different types of unpaid work at home, such as child care and housework, in leisure pursuits, and sleep.

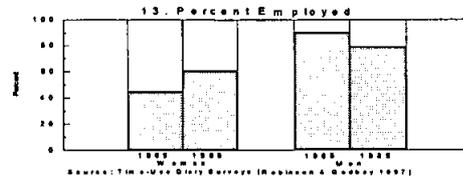


1. Averages

¹⁶ Robinson and Godbey (1997), chapter 4.

Time-use diary surveys suggest that most of the increase in women's formal working hours between 1965 and 1985 was offset by decreases in time spent on household chores (see figure 11). These decreases were coupled with increases in time spent on household chores by both employed and nonemployed men over this period (see figure 12). There was very little reduction in time spent with children, and "free time" spent watching TV actually increased.¹⁷ These trends are rather surprising, since they are not consistent with the widespread feeling that leisure time has become less available.

One possible way to reconcile these numbers with a general sense of "time stress" may be to note that many women have moved from the "nonemployed" to the "employed" category, which dramatically changes their time-use patterns. In any single year, employed women spend about 45 percent less time on both child care and household tasks than women without paid jobs, but still have less free time.¹⁸ Time-use surveys conducted in the U.S. in 1965, 1975, and 1985 show that employed mothers spent virtually the same amount of time taking care of children in 1985 (6.7 hours per week) as in 1965 (6.3 hours per week).



Mothers without paid jobs spent 12 hours a week on child care in both years. (But note that nonemployed women are more likely to have young children.) This is consistent with other analyses of these time-use surveys, which show no decline in child care time within mothers' employment category.

When the shift of women into employment (shown in figure 13) is taken into account, however, mothers' time in child care declined by 10 percent overall, from ten to nine hours per week (see figure 11). Fathers did not make up the difference; their child care time remained about 2.5 hours per week from 1965 to 1985 (see figure 12). This suggests that the increase in market work among women has reduced their time with children.

Time spent in personal care and commuting to work did not change much. The time-use diary estimates of commuting time are corroborated by Census department data. A Federal Highway Administration survey found that the average commute time increased by 2.5 minutes (14 percent) between 1983 and 1995. Surprisingly, "free time" activities *increased* by 4 to 5 hours per week for both men and women, due almost entirely to an increase in television-watching (including watching TV with children). What "gave" for women was household chores.

The time-diary results above are from descriptions of adults' time. Recent time-diary evidence sheds new light on how *children* spent their hours in 1997. The most striking finding is that two-parent families on average spent remarkably similar amounts of time engaged with

¹⁷ Robinson and Godbey (1997), chapters 6 & 8.

¹⁸ Robinson and Godbey (1997), pp.102-3.

their children regardless of whether one or both parents were working. Dual earner couples spent an average of 21 hours per week engaged with their children, while single-earner two-parent families spent 22 hours per week, only slightly more time, engaged with their children.

2. Differences among families

These estimates are based on average trends. They may miss important distinctions between high- and low-income groups, or between single-parent and two-parent families. The effect of women's increased hours in the labor market on families is likely to vary between college-educated parents, whose incomes have been rising because their hours and wages both increased, and less-educated parents, whose incomes may have fallen despite increased work hours because of falling wages. It may be harder for families with more limited resources to cut back on housework by buying time-saving services and appliances. The effect of women's increased hours in the labor market on families is also likely to vary between married couples, who can shift some housework and child care from working wife to husband, and single parents, who cannot. Within married-couple families, moreover, there are likely to be differences across education levels in this shifting of tasks, as child care time by fathers rises with their education. Unfortunately, the time-use diary survey samples are too small to be broken down into these subsamples.

V. Key Policy Issues That Relate to These Changes in American Family Life

The enormous changes in the ways American families function create new opportunities, but also present new policy challenges, to private employers as well as to the government. There are four key areas of policy that are important in helping families better balance work and family life: improving access to high quality, affordable child care; increasing the flexibility of market work; supporting income among low-income working families; and encouraging the formation and maintenance of two-parent families.

A. Increasing the Flexibility of Paid Work

The effect of parents' market work time on children also depends on when and where it is performed. By shifting from work in the home to work in the market, many women find themselves with far less flexible schedules to respond to other family needs. Key employment arrangements that affect hours flexibility include:

- *Flexible work arrangements* (defined as allowing workers to vary the time they begin or end work) are an increasingly popular approach to decreasing the tension between work and family. In 1997, 28 percent of full-time wage and salary workers had flexible work

schedules. This was up sharply from 15 percent in 1991, the most recent prior year when data were collected.¹⁹

- *Shift work* may enable parents to share child care more easily by working different shifts. If shift work is to ease the task of combining paid work and child care, however, the choice of shifts must be voluntary. For those workers who cannot determine their own schedules, the combination of shift work and work in the home is a potential source of stress and expense. Non-standard working hours may make it difficult both to find time to spend with children when they are awake and not in school and to arrange for child care while working. In 1997, 83 percent of full-time wage and salary workers were on regular daytime schedules, 4.6 percent were on evening shifts, 3.9 percent were on employer-arranged irregular schedules, 3.5 percent were on night shifts, and 2.9 percent were on rotating shifts.
- *Working at home for pay* can sometimes increase parents' flexibility. In 1997, 3.3 percent of all wage and salary workers were doing work at home for pay, up from 1.9 percent in 1991. An additional ten percent of all wage and salary workers in 1997 were doing work at home without receiving extra pay for it. Nearly 9 out of 10 wage and salary workers who were paid for work at home were in "white-collar" occupations. Single parents, particularly single mothers, had much higher work-at-home rates than single workers without children.

Maintaining high productivity need not be inconsistent with allowing flexibility in work arrangements, as many private sector employers have discovered. The Federal government has led by example, instituting "flextime" which allows employees some discretion in when they work their allotted hours. The President has proposed a flextime initiative that would allow *all* workers to take "time-and-a-half" overtime compensation in the form of compensatory time whenever they need it for family and medical leave purposes, instead of cash.

This Administration has played a major role in increasing flexibility among families by helping enact the Family and Medical Leave Act (FMLA), which enables workers to take up to 12 weeks unpaid leave to care for a new baby or ailing family member without jeopardizing their jobs. Since its inception in 1993 millions of workers have taken advantage of the FMLA to spend necessary time with their families. The President also proposed expanding FMLA to allow workers up to 24 hours per year for parent-teacher conferences or to accompany a child, spouse, or elderly parent for routine medical and dental care.

B. Give All Parents, Especially Low-Income Parents, More Choices

¹⁹ Data on alternative work arrangements comes from the 1991 and 1997 May supplements to the CPS.

While incomes have been rising for most people, families at the bottom of the income distribution, particularly the less educated and single parents whose inflation-adjusted incomes were lower in 1996 than in 1969, still face serious economic hardship. For many low-income parents, working harder and spending less time with their families is not a choice but a necessity. Recent policy changes that have helped these families cope include:

- Expansions in the *Earned Income Tax Credit* (EITC), to assure that persons who work hard on their jobs can take home enough money to support their families;
- Providing a \$500 per-child tax credit to help offset the expense of raising children;
- Increases in the *minimum wage* from \$3.35 in 1990 to \$5.15 in 1997;
- Expanded *child support enforcement* provisions, which help ease the economic burden on single mothers and enforce responsibility for economic support of children on both parents;
- Major *welfare reform legislation* which has helped single mothers move from welfare to work;
- Employer tax credits to help create jobs for welfare recipients;
- Substantial expansions in *support for vocational education, community college, and skill development* among persons in lower-income families, including the creation of Hope Scholarships, an 80 percent increase in the maximum Pell Grant since 1993, and the passage of the Workforce Investment Act of 1998.

In addition, it is hard to underestimate the importance of a strong economy and steady economic growth, which creates jobs, reduces unemployment, and raises wages for all workers – especially the less skilled who are most affected when jobs are scarce.

C. Improving Access to High Quality, Affordable Child Care

Most parents adjust to an increase in their paid work time by increasing their use of child care providers other than themselves. As mothers go to work, families have more income to spend. Some of it can be spent on paid child care. The availability, cost, and quality of child care which can be purchased in the market affects the employment decisions and financial status of families.

The primary child care arrangements for preschool-age children of employed mothers in the fall of 1994 were divided roughly equally among care in the child's home (by a relative or nonrelative), care in another home (by a relative or nonrelative), and care in an organized child

care facility. Since comparable data were first collected in 1986, the trend shows a relatively constant proportion of children receiving care in their own homes, relatively fewer children receiving care in another home, and relatively more children receiving care in an organized facility. The share of monthly income spent on child care by those purchasing this service rose from 6.3 percent to 7.3 percent between 1986 and 1993.²⁰

This Administration has consistently emphasized the importance of child care availability and quality. Since 1993, child care subsidies for low-income families have grown by 80 percent. In addition, the Administration's budget proposal for the 1999 fiscal year included \$5.1 to increase the Child and Dependent Care Tax Credit for three million families earning under \$60,000 a year.

D. Encouraging Two-Parent Families

When two-parent families form and stay together in a supportive relationship, many of the economic and emotional stresses of balancing work and family are eased. Two-parent families have greater earnings potential and more potential time to spend with their children than do single-parent families. Among the recent policies which have helped maintain married couple families, the *eligibility rules for Medicaid* and other programs have been changed so as not to penalize two-parent families for staying together.

VI. Conclusion

A massive shift of women's time from the home to the labor market has occurred in the last generation. For most families, increasing incomes have accompanied mothers' increasing paid employment, although the shift from married couple to single parent families has reduced both income and time available for many children. While smaller family sizes have helped offset the increase in market work, many parents still find it difficult to balance jobs and children. Raising children is not easy; even in the past when more women stayed at home while their children were young, many of them found full-time homemaking extremely stressful.

Single parents face the most difficulties. They have only half as much total time available as two parents, and they typically have less than half as much earning power as a married couple because women's wages are lower than men's. Lack of income limits most single parents' ability to purchase time-saving goods and services and high quality child care. Thus, they may face a severe time and money bind.

²⁰ The earliest comprehensive data on families' child care arrangements was collected by the Bureau of the Census in 1977. The earliest data that are compatible with the most recent data are from fall 1986. We use the 1986 data for consistency.

Men without college educations have faced declining wages. Increases in work among their wives has helped maintain their families' standard of living, but these increased hours of market work have not resulted in income gains. This also limits the ability of these families to afford child care. Moreover, less-educated workers are less likely to have jobs that permit parents to arrange their hours to accommodate family needs.

Better educated parents, whose increased time in the labor market has been rewarded with considerably higher incomes than in 1969, can better afford to pay for high quality child care, household help, and other time-saving goods and services. Married couple families, particularly those where the husband has a college degree, have seen substantial improvements in their economic situation over the last three decades. Yet, even these couples often express dissatisfaction with the stresses involved in balancing work and family.

It may be that changing social norms have increased the income requirements for raising children, making even married women in families whose income has gone up over time feel that they cannot afford to stay at home as their mothers did. Moreover, even high-income two-earner couples may find that their jobs entail longer hours and a more demanding, stressful pace than they would freely choose, although these jobs may also provide the income, long-term career prospects, and personal fulfillment that they desire. But a job comes as a total package, and these families cannot give up some income for more time at home without giving up the rest of the package, which they find attractive on the whole. Therefore they, too, are looking for help in balancing the demands of job and family.

The changes in parents' paid work time and family size of the past three decades have been driven by the long-term increase in women's wages and job opportunities; hence they are not likely to be reversed. These increases in women's earning power may have other long-term positive effects besides their immediate effect on family incomes. As wives and husbands become more able to earn similar amounts in the labor market, it encourages a more equal balance between them in terms of responsibilities for earning money, household tasks, and child care. Fathers are becoming more involved in child-rearing than in the past. Women are better able to support themselves and their children in the event of widowhood or divorce. Moreover, as women gain more (and more continuous) market work experience, their earning potential also increases. Young women, expecting to spend more time in the labor market, increasingly prepare themselves for more skilled and higher-paying jobs. These developments all work to increase the long-term security of women and their families.

In the meantime, both employers and public policy-makers need to continue to search for creative ways to help productive workers also function as effective parents and responsible family members. If families and children are going to withstand the stresses of these trends, employers and public policy makers have a responsibility to do everything they can to help parents balance work and family. Workplaces and work hours must become more flexible, parents need more supports and more choices, and more children need to live with both parents in their lives.

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PRELIMINARY DRAFT -- NOT FOR CITATION

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Changes to Families report that do not conform exactly to DPC comments:

Exec Summ, 3rd bullet: We substituted DPC's suggested bullet and added the following sentence, which we think makes an important point:

"The situation of lower-income families has been improving, however, in the strong economic expansion of the 1990s."

Exec Summ, next-to-last bullet: We kept what we believe is an important point.

p. 1: We think both figures 1 and 2 need to be on the same page where they are referred to in the text.

p. 14, last paragraph: We inserted the following sentence at the request of the VP's office:
"A Federal Highway Administration survey found that the average commute time increased by 2.5 minutes (14 percent) between 1983 and 1995."

Top of p. 15: We inserted the following paragraph in place of the bullets DPC asked us to delete:

"The time-diary results above are from descriptions of adults' time. Recent time-diary evidence sheds new light on how *children* spent their hours in 1997. The most striking finding is that two-parent families on average spent remarkably similar amounts of time engaged with their children regardless of whether one or both parents were working. Dual earner couples spent an average of 21 hours per week engaged with their children, while single-earner two-parent families spent 22 hours per week, only slightly more time, engaged with their children."

p. 19, next to last paragraph: We deleted the sentence as requested and added the following:

"As wives and husbands become more able to earn similar amounts in the labor market, it encourages a more equal balance between them in terms of responsibilities for earning money, household tasks, and child care. Fathers are becoming more involved in child-rearing than in the past. Women are better able to support themselves and their children in the event of widowhood or divorce."

Addition in response to DPC requests:

p. 16, last 2 paragraphs: We split the paragraph about flextime and FMLA in two, added some more sentences, and rearranged them.

Other additions:

p. 18, end of first full paragraph: We added a sentence:

"In addition, the Administration's budget proposal for the 1999 fiscal year included \$5.1 to increase the Child and Dependent Care Tax Credit for three million families earning under \$60,000 a year."

[Tom: We got these numbers from a Jan. 1998 Talking Points on the child care initiative that

Mary Smith sent us. Please verify that these were indeed the final numbers.]

Finally, to answer DPC's questions about chart 11 and the statements about time use on p. 13: Child care time did decrease for nonemployed women and therefore for all women, but it decreased much less than housework time among all groups of women. Chart 11 portrays time spent in each activity as a % of 168 hours. The change in child care time is hard to see, due to the cross-hatching pattern. We are changing the shading patterns to make it easier to see the change in child care time.

Here are the underlying data:

Child care time among employed women *increased* by 0.9 hour per week, among nonemployed women decreased by 2.3 hours per week, and among all women decreased by 1.5 hours per week. Housework and shopping time among employed women decreased by 1.6 hours per week, among nonemployed women decreased by 8.1 hours per week, and among all women decreased by 5.9 hours per week.

Working hours among employed women decreased by 6.0 hours per week, among nonemployed women increased by 1.8 hours per week, and among all women increased by 2.8 hours per week. One can see on the chart that the decreases in housework and shopping time are bigger than the working hours increases.

Automated Records Management System
Hex-Dump Conversion

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Jose Cerda III (CN=Jose Cerda III/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 18:38:13.00

SUBJECT: Draft FBI Statement

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Leanne A. Shimabukuro (CN=Leanne A. Shimabukuro/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

CC: Cathy R. Mays (CN=Cathy R. Mays/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

Sorry, I didn't circulate this sooner...we didn't get the FBI #s 'til this afternoon. We should get this approved and out by mid-day tomorrow, so DOJ can make it available to their press.

===== ATTACHMENT 1 =====

ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT:[ATTACH.D58]MAIL47135732I.326 to ASCII,
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87C633FB7E2ECBED9C76C9C03259BE832A283563E84B44D776E2170D6A539EDE06E11FCF5A2070

Statement by the President
(Embargoed until 9:00 am, Sunday, November 22, 1998)

The 1997 Uniform Crime Report released by the FBI today shows that serious crime has fallen for 6 years in a row. With the murder rate down 26% since I took office, and to its lowest level in 3 decades, Americans are safer today than they have been in years. They should be proud. By working together -- with their local police, prosecutors and other government officials -- they have fought back, reclaimed their neighborhoods, and proven that rising crime and deadly violence do not have to be tolerated by any community. But crime remains a serious problem in many communities, and our work is far from done. We must continue the job of putting 100,000 more police on our streets, tougher laws on our books, and stronger prevention in our schools. With these efforts, we can keep driving down the crime rates -- and tipping the scales of justice in favor law-abiding citizens.

Automated Records Management System
Hex-Dump Conversion

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Paul J. Weinstein Jr. (CN=Paul J. Weinstein Jr./OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:19-NOV-1998 13:26:01.00

SUBJECT:

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TO: Jose Cerda III (CN=Jose Cerda III/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TEXT:

----- Forwarded by Paul J. Weinstein Jr./OPD/EOP on
11/19/98 01:25 PM -----

Melissa G. Green
11/19/98 11:55:17 AM
Record Type: Record

To: Paul J. Weinstein Jr./OPD/EOP, Laura Emmett/WHO/EOP, Cathy R.
Mays/OPD/EOP
cc:
Subject:

Drop in Juvenile Violent Crimes

WASHINGTON (AP) -- Arrests of young people for
murder
and other violent crimes are down for the third
year in a row,
Attorney General Janet Reno said today.

In 1997 the juvenile arrest rate for murder
dropped 16 percent
from the previous year, and juvenile arrests for
violent crime fell
by 4 percent, Reno said at her weekly news conf
erence.

Comprehensive national juvenile crime statistics
will be released
this weekend.

Arrests of teen-agers for violent crimes plunged
9.2 percent in
1996, following a drop of 2.9 percent in 1995.
The declines follow a juvenile crime wave that
rose steadily from
1987 through 1994. The FBI reported a 169
percent increase in

and 1993,

to accept as a

But there is

While juvenile

been solved."

\$95 million

risk. President

teen-agers' arrest rate for murder between 1984
when the juvenile murder rate peaked.

"Juvenile crime is not something that we have
way of life," Reno said today.

"We can bring these numbers down, and we are.
still much, much more that needs to be done.
crime is dropping, the problem has still not

Reno praised the decision by Congress to provide
for crime prevention activities for children at
Clinton had asked for the money.

□#AP-NY-11-19-98

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Marjorie Tarmey (CN=Marjorie Tarmey/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:19-NOV-1998 18:33:01.00

SUBJECT: Phthalates in toys

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Sally Katzen (CN=Sally Katzen/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

The President sent John and Maria a copy of an ad re Phthalates. He asked that it be checked out. We have attached a couple of articles and we also understand the Toy R Us has pulled toys with Phthalates off the shelves.

I will send you a copy of the ad and articles.

Since it has trade implications Maria would like someone in NEC and DPC to check it out and get back to us.

Thanks

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Andrea Kane (CN=Andrea Kane/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME:20-NOV-1998 09:18:11.00

SUBJECT: Summary of 75 WTW grants

TO: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

This is DOL's paragraph on each of 75 -- some pretty interesting projects.

===== ATTACHMENT 1 =====

ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT:[ATTACH.D30]MAIL43806142D.326 to ASCII,
The following is a HEX DUMP:

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4A36915F9264308B0416879DEA3E75897AD7347D7D850B541170F2DD510CF7D7AA380D584525A9

**Welfare-to-Work Competitive Grants
Round Two Awardees - By State**

ALABAMA

Stillman College, Tuscaloosa, AL

Dr. Ernest McNealey (205) 366-8808 Proposed Award Amount: \$3,723,620

Stillman College has developed a comprehensive strategy entitled "Work First . . . Lasting Work" for moving the hardest-to-employ welfare recipients, noncustodial parents and public housing residents of Tuscaloosa County into permanent employment. The approach targets the total life situation, not just employability. Individual assessments will result in a specific plan that will address job development, family management, education programs and vocational skills. Welfare recipients will be placed into entry level jobs, followed by support and retention services through family development centers.

ALASKA

Nine Star Enterprises, Inc., Anchorage, AK

David Alexander (907) 279-7827 Proposed Award Amount: \$1,279,499

This project in Anchorage, AK, will coordinate the efforts of a variety of local service providers. The project will work with a Business Advisory Council to get commitments from employers to hire, train and promote Welfare-to-Work participants, including getting work time for skills training of participants. Basic education, GED preparation, and English-as-a-Second-Language training, in addition to employer-based skill training, will be provided after the participant gets a job. Supportive services will include transportation, mentoring and case management.

ARIZONA

Pima County Community Services, Tucson, AZ

Charles Casey (520) 740-5205 Proposed Award Amount: \$3,180,776

This project will prepare welfare recipients to gain public and private sector employment in six industry clusters identified by local economic development planners, including aerospace, environmental technology, software, optics, teleservices, and bio-industry. Participants in rural areas, where there are few jobs, will be matched with jobs in urban areas. This project will utilize a case management approach to help participants retain employment by upgrading both their educational and vocational skill levels.

CALIFORNIA

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Hex-Dump Conversion

City of Long Beach Department of Community Development, Long Beach, CA
Ray Worden (562)570-3811 Proposed Award Amount: \$5,000,000

This project located in Long Beach California, will provide employment, post-employment, and supportive services will be provided to participants of the Family Self-Sufficiency program and noncustodial parents. The Housing Authority of the City of Long Beach will provide funding for individual development accounts. In addition, local partners will support and be involved in providing employment and other supportive services.

Goodwill Industries of Southern California, Los Angeles, CA
Margaret O'Brien (213)-223-1211 ext. 105 Proposed Award Amount: \$4,098,265

The services provided through Goodwill's Employment Readiness Project in Los Angeles, CA, will be a work-first subsidized work experience program, coupled with support services focused on removing the individual's employment barriers. Support services may include sobriety support, parenting skills, basic skills remediation, English-as-a-Second-Language training, job accommodation and employment preparation.

Beyond Shelter, Los Angeles, CA
Tanya Tull (213) 252-0772 Proposed Award Amount: \$1,199,700

Beyond Shelter, based in Los Angeles, CA, will serve long-term welfare recipients who have histories of substance abuse and homelessness. The program will concentrate its efforts in Central Los Angeles, South Central Los Angeles and the East San Fernando Valley. Each individual will be evaluated to identify housing, social services and employment needs. Each participant will also meet with a job developer who will create an in-depth profile of the individual's needs. In addition, each participant will be given a \$500 clothing certificate to buy appropriate work clothes. The program will provide on-going support for one full year after placement in full-time, unsubsidized employment.

African American Unity Center, Los Angeles, CA
Curtis Owens (213) 789-7300 Proposed Award Amount: \$1,357,885

This project, entitled *MARCH II* (Making a Realistic Career Happen), is located in South Central Los Angeles, and will provide Welfare-to-Work participants with full-time, subsidized work experience, followed by placement in unsubsidized employment. The project has a strong emphasis on noncustodial parents, the learning disabled and public housing residents.

Catholic Charities of Los Angeles, Los Angeles, CA
Rev. Monsignor Gregory A. Cox (213) 251-3400 Proposed Award Amount: \$3,037,423

Catholic Charities of Los Angeles will serve those hardest-to-employ welfare recipients in 11 communities throughout Los Angeles County. The Archdiocese has extensive relationships with

employers throughout L.A. County and will use its network to provide both direct placement and interim subsidized employment. The program offers an innovative mentoring plan where Catholic Charities will work with local parishes and pastors to recruit volunteer mentors. Participants will be referred to local community colleges for English-as-a-Second-Language training, basic skills or other training. Additional support services include counseling, emergency services, parenting classes, tuition reimbursement, clothing, and child care and transportation subsidies.

Jobs for Homeless Consortium, Oakland, CA

Michael Daniels (510) 251-6241 Proposed Award Amount: \$1,365,336

The Jobs for Homeless Consortium will serve homeless welfare recipients and noncustodial parents in Alameda County. This program is an innovative partnership between the Jobs Consortium and RelyAble Choices, and concentrates on service to the whole family. The Jobs Consortium will use leveraged funds to provide job preparation services to help homeless participants become job ready and to stabilize their housing situation. RelyAble Choices will use Welfare-to-Work funds to place participants in subsidized temp-to-hire positions. After 13 weeks of on the job training, the participant will be hired as an unsubsidized employee in occupations such as carpentry, warehousing, and bus drivers.

San Diego Workforce Partnership, Inc., San Diego, CA

Lawrence G. Fitch (619) 238-1445 Proposed Award Amount: \$5,000,000

This project in San Diego, CA will develop permanent employment opportunities for Welfare-to-Work participants in the areas of child care and transportation. The project calls for a strong collaboration with local and state partners. The project will also develop a Community Resource Center which will serve as the One-Stop neighborhood center for Welfare-to-Work activities.

County of Tulare Private Industry Council, Inc., Visalia, CA

Kathy Johnson (209) 737-4246 Proposed Award Amount: \$3,824,201

This project is to develop services to help the hardest-to-employ welfare recipients in Tulare County, CA, to overcome personal and environmental barriers to employment. In an environment that will stress work-first and learning by doing, participants will receive intensive training and support services while earning a work experience wage. The Work-First Complex will provide participants the job skills and support services they need to overcome existing barriers to employment.

COLORADO

United Cerebral Palsy of Colorado, Denver, CO

Automated Records Management System
Hex-Dump Conversion

Judy Ham (303) 691-9339 **Proposed Award Amount: \$1,321,825**

The Aurora Community Employment Program will serve 200 individuals in Arapahoe County, Colorado. The project is focused on developing a supportive, post-employment structure so that individuals keep their current jobs and/or increase their earning potential by partnering with key community entities who will provide educational and technical training services to develop long term job security. The program plans to provide post-employment services to retain 160 individuals in long term employment; to assist 80 individuals find higher-paying jobs; and to re-employ an additional 35 individuals.

City and County of Denver, Denver, CO

Sue Boyd (303) 376-6730 **Proposed Grant Amount: \$3,598,915**

This project will emphasize employer-focused targeting strategies to move the hard-to-employ into area targeted industries (e.g., long-term and home health care industry). The program will fund pilot demonstrations that use innovative techniques to put welfare recipients into the workplace. Identifying and serving employers' workforce needs will be the centerpiece of the program. Welfare-to-Work participants will receive integrated work and learning opportunities.

CONNECTICUT

Community Action Agency of New Haven, Inc., New Haven, CT

Marcial Cuevas (203) 387-7700 **Proposed Award Amount: \$2,923,000**

This project is a labor force attachment program bringing together a variety of agencies, neighborhoods and employers to create multiple pathways for employment and career opportunities in neighborhoods with high concentration of welfare recipients. These activities include job readiness, family case management, child care, transportation and other support services. Use of computer technology will increase access to information to identify employment opportunities.

The Access Agency, Inc., Willimantic, CT

Ingrid Walker (860) 450-7446 **Proposed Award Amount: \$1,000,750**

The Access Agency's Eastern Connecticut Welfare-to-Work Job Link is a community action program geared toward meeting the needs of welfare recipients residing in rural communities. Through an array of public and private partnerships and community resources, The Access agency will provide transportation, child care, basic skills training and substance abuse treatment. Participants will receive extensive personal and group counseling, job development and family skills mentoring, training in innovative work and learning models and post-placement services.

DISTRICT of COLUMBIA

Washington Alliance, Washington, DC
Henry A. Burnett (202) 526-8755 Proposed Award Amount: \$5,000,000

This project is modeled on 4 successful work-first job placement and post-employment training programs in the Washington, D.C. area. The program will employ a professional case management approach based on individual needs, a comprehensive quality management plan and defined specific performance goals.

FLORIDA

Goodwill Industries of North Florida, Inc., Jacksonville, FL
Robert Thayer (904) 384-1361 Proposed Award Amount: \$5,000,000

The project's design is based upon the "Goodwill Model" work-first strategy. Goodwill will open new "Job Junction" centers in Jacksonville Beach, Gainesville, Palatka and Lake City, FL, where services do not currently exist or where services are otherwise inaccessible due to a lack of transportation. The neighborhood focus of the centers will direct clients to nearby employment, thus reducing the need for intensive transportation services. The centers will help clients address their need for initial employment, a short-term career plan and a long-term self-reliance plan. The centers will be co-located with Goodwill retail stores and donation centers, which will provide clients with opportunities for immediate employment, job training and a source of clothing for interviews and employment.

Miami-Dade County, Miami, FL
Sergio Gonzalez (305) 375-2041 Proposed Award Amount: \$4,470,000

This project will serve participants who reside in four targeted public housing developments or who are homeless. The project will provide expanded transportation services, child care, family-focused assistance, integrated work and learning, job creation, self-employment, and non-traditional careers for women. This project will place participants in jobs in construction, maintenance, lighting, painting and landscaping. Homeless participants will have access to Homeless Assistance Centers that will provide additional support services.

Latin Chamber of Commerce of USA, Miami, FL
Anselmo Alliegro (305) 374-8236 Proposed Award Amount: \$2,100,000

This project will target low-income Hispanic residents of Miami-Dade county who have limited English speaking ability and require GED completion education, personal finance management, counseling, employer/employee problem solving, job skills training, and parenting classes to retain employment and gain self-sufficiency. multiple barriers to employment. The project will place participants in employment while providing support services and post-employment job skills training.

GEORGIA

Automated Records Management System
Hex-Dump Conversion

DeKalb Economic Opportunity Authority, Inc., Decatur, GA

Lois J. Burns (404) 292-2166 Proposed Award Amount: \$2,224,375

This project will place noncustodial parents in suburban Atlanta, GA, in permanent jobs over a three-year period. The Fatherhood Connection will provide educational training, employment services and substance abuse services. The program will promote a holistic, and family oriented approach.

City of Savannah, Savannah, GA

Freda Rutherford (912) 651-4280 Proposed Award Amount: \$4,067,000

The program, to be operated in Savannah, GA, targets welfare recipients multiple barriers to employment. By creating a Work Activity Center, the project plans to expose participants to an environment of work and work supportive services. Non-traditional child care and transportation services, including a car donation program, will be provided to enable participants to work. Participants will be encouraged and trained to start their own small businesses.

HAWAII

Hawaii County Economic Opportunity Council, Hilo, HI

George Yokoyama (808) 961-2681 Proposed Award Amount: \$4,200,000

A substantial portion of this project in Hawaii county will focus on microenterprise development. One group of participants will be targeted for business ownership by creating new enterprises in various agricultural products. The other group will moved into permanent, unsubsidized employment in various fields such as carpentry, teacher assistance, transportation, renewable energy projects, and teleservice.

ILLINOIS

Chicago Housing Authority, Chicago, IL

Denise Eligan (312) 674-4405 ext. 10 Proposed Award Amount: \$5,000,000

This project will focus specifically on providing employment opportunities for public housing residents. The service strategy involves two program tracks - services will be targeted to public housing resident participants and also to the project's employer partners. Employers will be involved in all phases of the project in identifying skill needs, making hiring commitments and supporting placed participants with job retention and career advancement. Innovative post-placement employer supports include employer specialists, tax credit assistance, and workplace mentoring.

Community and Economic Development Association of Cook County, Inc., Chicago, IL

Patricia Doherty-Wildner (312) 795-8884 Proposed Award Amount:

**\$5,000,
000**

The Community & Economic Development Association of Cook County, Inc., the nation's largest community action agency, and the Cook County President's Office of Employment and Training (POET), have formed a partnership to create the W.O.R.K.S. (Work Opportunities & Responsibility Kindle Success) program. This program ensures a comprehensive approach to unemployment by securing entry-level jobs and the services necessary to transition the hardest-to-employ welfare recipients into these jobs. The focus of the project will be finding the appropriate jobs for the participants rather than the appropriate participants for the jobs. Employment coaches will be key to helping participants transition into work and learn worksite coping skills.

INDIANA

City of Gary, Department of Health & Human Services, Gary, IN
Jewell M. Ross-Brown (219) 881-5724 Proposed Award Amount: \$5,000,000

The FUTURES Program format is modeled in part on many school-to-work programs, strategically advancing participants from practical work and life skills development through detailed career planning, to specific occupational skills training or on the job training. The service strategy, focusing on work-first, incorporates numerous job readiness and support services in order to provide participants with a continuum of assistance. The FUTURES Program will require participants to select an on-the-job training program, entrepreneurial training program, or short-term specific vocational training program in an occupational area consistent with their interest, aptitudes, abilities, and the labor market demand.

IOWA

Labor Institute for Workforce Development, Des Moines, IA
Twila M. Glenn (515) 253-2626 Proposed Award Amount: \$2,118,235

Participants, in and around Des Moines, IA, will participate in Lifestyles Seminars, which provide an orientation to the construction trades. Participants will be placed with contractors in a range of occupations from concrete and pipe laying to demolition and hazardous waste removal. Local employers and labor organizations will partner to teach necessary job skills and safety techniques. Participants will be placed with mature workers who are employed along side them and who act as mentors. Post-employment training will be individualized using computer-based skill modules.

KANSAS

Automated Records Management System
Hex-Dump Conversion

City of Topeka, Topeka, KS

Joan Wagnon (785) 368-3895 Proposed Award Amount: \$1,999,917

This program, based on a work-first approach, seeks to take advantage of worker shortages in local industries in Topeka, KS, and move participants into these jobs. By addressing the barriers to employment such as mental illness, substance abuse and lack of transportation services, the program design includes extended transportation during evening, night and weekend hours as well as transportation to child care providers. Substance abuse and mental health treatment are also integral parts of the program.

KENTUCKY

Community Action Council, Lexington, KY

Mark B. Hundley (606) 244-2211 Proposed Award Amount: \$2,833,736

Participants, including welfare recipients and noncustodial parents in Lexington, KY, will choose between two program tracks, either on-the-job training or immediate employment with support services such as off hours child care, work tools and clothing. The program will coordinate with an innovative local transportation program, developed by a consortium of car dealerships, that promotes car pooling and eventual car ownership. The Lexington Local Investment Commission will be responsible for coordination of community resources for the project.

LOUISIANA

City of New Orleans, New Orleans, LA

Thelma H. French (504) 565-6414 Proposed Award Amount: \$5,000,000

The New Orleans Welfare-to-Work Collaborative is an organization made up of more than 60 businesses, service providers and consumer representatives. This project emphasizes pay for performance and family self-sufficiency and will provide specialized services for substance abusing mothers and noncustodial parents of children receiving welfare benefits. An information and rapid response line will serve to keep employers aware of the incentives available to those who hire participants and to address any workplace problems that may arise.

MAINE

Workforce Development Centers, Augusta, ME

Stephen R. Duval (207) 287-3378 Proposed Award Amount: \$3,212,516

This project will provide the hardest-to-employ welfare recipients in a 12-county rural area of Maine with a comprehensive array of services designed to help them get and keep jobs. The

project will leverage existing programs with an expanded service capability. Project services will be seamlessly coordinated with those offered by community action agencies and other organizations.

MARYLAND

The Baltimore City Office of Employment Development, Baltimore, MD

Linda A. Harris (410) 396-1910 Proposed Award Amount: \$3,330,199

This project, in Baltimore MD, will be used to develop a community saturation employment support model for residents of Gilmore Homes, an economically distressed public housing community. Heads of Welfare-to-Work households and noncustodial parents will work in a supported environment for up to six months while concurrently enhancing life skills. Participants will be placed into unsubsidized employment in such industries as health, human services, construction and customer service/retail. Once successfully implemented, this model will be replicated in two other housing developments.

Prince Georges Private Industry Council, Landover, MD

Joseph Puhalla (301) 386-5522 Proposed Award Amount: \$4,976,254

The Marylanders Working and Learning Work First initiative is a multi-jurisdictional program serving welfare recipients, in areas of high poverty in Baltimore City and Prince Georges County, MD. The program will place participants in private sector on-the-job internships and provide basic and remedial education services. Following their internships, participants will be placed in unsubsidized jobs and will receive an extensive array of services to encourage job retention. A key element of the program is the involvement of employers in the planning, development and implementation of the program. The project stresses work experience, learning and support, and basic work-related education.

MASSACHUSETTS

Boston Technology Venture Center, Inc., Boston, MA

Mark Ferri (617) 424-3888 Proposed Award Amount: \$1,139,388

This project, located in Boston, MA, will develop a business incubator for emerging technology firms who will link employers to long-term welfare recipients. The project is a comprehensive work-first model with numerous public/private partnerships. Launched initially by Boston Edison, the program is designed to hire participants for production/assembly jobs at the Boston Technology Venture Center (BTVC). The project's focus is high tech and has components that include job-readiness and job retention.

Action for Boston Community Development Inc., Boston, MA

Mark Isenburg (617) 357-6000 x219 Proposed Award Amount: \$1,139,388

The project will provide comprehensive work-first services to the hardest-to-employ welfare recipients. Through active employer involvement, Action for Boston Community Development, Inc. and Goodwill's Work Pathways Project will place participants in one of three Welfare-to-Work pathways: direct placement, paid transitional employment, or enriched community service employment. Program participants will receive one-stop access to support services, ongoing job placement, career advancement and re-employment services.

MICHIGAN (Detroit will be served by the Marriot International Multisite Project - see below)

MINNESOTA

City of Minneapolis, Minneapolis, MN

Chip Wells (612) 673-2630 **Proposed Award Amount: \$1,860,000**

The Fostering Actions To Help Earning and Responsibility (FATHER) Program focuses on achieving self-sufficiency for noncustodial fathers in Northside, Camden, Phillips, Central, and Powderhorn Park, MN. The program integrates both family services and employment services for non-custodial fathers. Participants will have access to job counselors, a database of job openings and transportation that will help participants from the city reach jobs in the suburbs. Additionally, child support enforcement officials will work to create a flexible child support payment plan and encourage fathers to develop and maintain strong emotional bonds with their children.

Rise Incorporated, Spring Lake Park, MN

John J. Barrett (612) 783-2812 **Proposed Award Amount: \$3,099,779**

Rise, Inc. will lead a consortium of public and private agencies to serve long-term welfare recipients in Hennepin and Anoka Counties and Minneapolis, MN, through a program called Work in Progress. The program will feature a work-first philosophy which encourages immediate employment. In coordination with the local workforce centers, Work in Progress will sponsor six business to business networking events. These marketing events, which will create job opportunities for program participants, will feature employers, successful project participants and workforce center counselors.

MISSISSIPPI

Hinds County, Jackson, MS

Dr. Roy DeBerry (601) 968-6501 **Proposed Award Amount: \$3,294,191**

Participants of the Remedial Employment Opportunity Program (REOP) face a variety of barriers to employment, including inadequate transportation, lack of child care services, substance abuse, inadequate job skills, low educational attainment and poor work histories. The project seeks to

minimize those barriers through community partnerships. The goal of the project is to match these new workers and their need for economic self-sufficiency to area employers. In addition, local substance abuse treatment centers, housing and other community organizations will participate in implementing this program. Private employers will be consulted to maximize job training design, as well as job placement and retention.

MISSOURI

Advent Enterprises, Inc., Columbia, MO

Russell Doumas (573) 474-8560 Proposed Award Amount: \$3,435,301

This project is a collaborative effort which incorporates a range of community organizations into its service model. The project will mobilize county service providers to create a continuum of care from prevention of unemployment through post-employment support. The Community Support Teams will represent seven critical areas of need: child care, education/training, food, health care, mentoring housing, and transportation. Key partners will work with participants to pursue employment and enhance their experience with training, education, job skills, and post-employment support. A 24 hour Mentor Program and Volunteer Peer Network of Graduates will also enhance employee retention.

Full Employment Council, Inc., Kansas City, MO

Clyde McQueen (816) 471-2330 ext. 256 Proposed Award Amount: \$4,420,558

The Full Employment Council (FEC) project plans to move non-custodial parents, substance abusers and other welfare recipients into sustainable employment through extensive job training and job readiness services. The program has secured the participation of local employers and various social service agencies as well as faith-based and community-based organizations. Substance abuse treatment, child care and transportation will be provided to ease the transition to work.

MONTANA

S & K Holding Company, Inc., Polson, MT

Joe Durglo (406) 883-4317 Proposed Award Amount: \$2,542,700

The project will serve 200 residents of the Flathead Indian Reservation who experience multiple barriers to employment, including a shortage of culturally appropriate employment opportunities.

The program will expand local economic development through the start-up of small businesses and will provide transportation, child care, integrated work and skill development, and family-focused assistance to the residents of the reservation. The local community college, service providers and state agencies will provide job readiness, retention, life skills and substance abuse services for Welfare-to-Work participants.

NEVADA (Las Vegas will be served by the Marriot International Multisite Project - see below)

NEW HAMPSHIRE

Southwestern Community Services, Inc., Keene, NH

William A. Marcello (603) 357-6510 Proposed Award Amount: \$1,000,000

This project, serving Cheshire and Sullivan Counties, and the City of Keene, NH, will offer a comprehensive array of services through a network of more than 50 community-based service providers. This support structure will allow participants to address issues of substance abuse and unstable housing, while working and learning technical skills. Economic development and changing employer bias against welfare recipients is an important long-term goal of the project.

NEW JERSEY

Mercer County Office of Training & Employment, Trenton, NJ

Virgen Velez (609) 989-6824 Proposed Award Amount: \$4,219,582

This project, which serves Mercer County, NJ, will provide welfare recipients and noncustodial parents with intensive case management, individualized job matching, targeted job development and transportation assistance. Once the client gets a job, the project will provide intensive case management and related services to both the clients and their employers to help the person keep the job. and their families to become self-sustaining.

County of Essex, Newark, NJ

Stephen Cornman (973) 621-4740 Proposed Award Amount: \$4,900,000

The EssexWorks Partnership formed under this project will aim to move long-term welfare recipients and noncustodial parents into permanent jobs with local employers. Central to this project is the specialized approach to each recipient's needs through job coaching, individual development accounts and transportation between urban centers and suburban job opportunities.

NEW MEXICO

Santa Fe SER-Jobs for Progress, Inc., Santa Fe, NM

Alex A. Martinez (505)-473-0428 Proposed Award Amount: \$5,000,000

Project SST (Survive, Strive, Thrive) is designed to assist participants with acquisition of job skills/habits, management capacity, and start-up capital to start microenterprises in Santa Fe, NM. Child care, transportation, adult basic education, life skills training, substance abuse and

mental health counseling will be coordinated from nine community centers using a family-focused case management model. The principal goal of the program is to provide services to hard-to-employ welfare recipients to help them comply with the requirements of the New Mexico Works Act, eliminate debilitating socioeconomic conditions, and provide education, training and the work experience necessary for the transition to lasting unsubsidized employment.

NEW YORK

New York City Partnership & Chamber of Commerce, New York, NY

Sandra K. Mancini (212) 493-7442 **Proposed Award Amount: \$5,000,000**

This project is an innovative public-private partnership of employers, public agencies and non-profit providers in New York City. The programs will mobilize jobs and meaningful work experience at the city-wide level and provide work experience, training and case management services at the neighborhood level. From the moment a candidate enters the program, s/he will be involved in an innovative curriculum of intensive, industry specific skills training, work experience program and directed job search activity.

City of New York Human Resources Administration, New York, NY

Jason A. Turner (212) 274-2664 **Proposed Award Amount: \$2,934,705**

This project will provide special job-training and post-employment activities, support services and job placement and development activities for hard-to-employ welfare recipients in Bushwick (Brooklyn, New York) and immediate surrounding areas. This project will focus on helping individuals suffering from alcohol and substance abuse become part of the workforce. Family focused service will also be provided.

Wildcat Service Corporation, New York, NY

Jeffrey Jablow (212) 219-9700 x5151 **Proposed Award Amount: \$2,007,017**

This project in New York City offers demand driven, industry specific employment preparation for jobs that pay self-sufficiency wages and offer career opportunities. The project will build and expand on the Private Industry Partnership program, developed by Wildcat and Solomon Smith Barney, to meet the needs of employers in the financial services, telecommunications and banking industries. The program provides 32 weeks of subsidized employment, including concurrent work and training components. Post-placement support services will be provided for two years or more. The project is based on strong employer commitments to hire Welfare-to-Work participants.

Buffalo & Erie Private Industry Council, Buffalo, NY

Marie Kaczmarek (716) 885-9840 **Proposed Award Amount: \$4,917,903**

This project, located in Erie County, NY, including the city of Buffalo, will serve welfare

recipients in need of basic education or substance abuse treatment for employment. The project design is based on the methods that vocational rehabilitation providers use in working with people with disabilities.

NORTH CAROLINA

UDI Community Development Corporation, Durham, NC

R. Edward Stewart (919) 544-4597 **Proposed Award Amount: \$3,728,134**

This project, Welfare-to-Work Through Economic Development and Response to Labor Market Demands, will utilize existing community resources to serve public housing residents, substance abusers and others through private employment and training programs. This program incorporates work-first and Work-To-Learn strategies to integrate participants into the local workforce in jobs in construction and janitorial/service occupations.

Bennett College, Greensboro, NC

Jean Humphrey (336) 370-8659 **Proposed Grant Amount: \$5,000,000**

This project, operated by Bennett College, will address barriers of access to child care and public transportation by offering round-the-clock services tailored to the needs of the participants in both urban and rural parts of Guilford County, NC. The project is also designed to address the negative stereotypes and perceptions of welfare recipients that may otherwise disrupt their transition into wage-earning, self-supporting citizens.

OKLAHOMA

Eastern Workforce Development Board, Inc., Muskogee, OK

Luther R. Sowder (918) 683-8553 **Proposed Award Amount: \$2,848,115**

The project will target noncustodial parents in and around Muskogee, Oklahoma. The project will develop an intensive job retention and employer incentive program which will include upgrade training and employer education. Team case management will help participants and their families to access services from a number of other programs. The program also works with staff from East Harlem STRIVE program to implement a similar model in Oklahoma. The project hopes to establish an Employee Assistance Program for employers to help retain new workers.

OHIO

Private Industry Council of Columbus and Franklin County, Inc., Columbus, OH

Frankie L. Coleman (614) 228-3907 **Proposed Award Amount: \$4,997,630**

The Private Industry Council of Columbus and Franklin County along with the Franklin County Alcohol, Drug Addiction and Mental Health Services Board will serve long-term welfare recipients who have substance abuse problems. The program will focus on drug treatment and stabilization and employment and jobs skills training. Participants in the program will have access to a wide array of services including life skills coaching, job readiness, work experience and post-placement services such as intensive retention services, training, assistance in locating housing and structured drug and alcohol dependence aftercare. The local transit authority will operate special bus routes with off hours drop off and pick up points.

Columbus Urban League, Columbus, OH

Sandra Cephas (614) 257-6300 ext. 120 **Proposed Award Amount: \$3,149,984**

This project, located in Columbus, Ohio (Franklin County), is designed to be an employer-driven vocational training program. The Day One program is a collaboration between the Columbus Urban League, Columbus State Community College, and the Workforce Development Agency Group. The project emphasizes employment retention through strong program support services such as case management, transportation, child care and continuous job coaching.

OREGON (State will be served by the Johns Hopkins University and The Enterprise Foundation Multisite Projects)

PENNSYLVANIA

District 1199C Training and Upgrading Fund of the National Union of Hospital and Healthcare Employers, Philadelphia, PA

James T. Ryan (215) 735-5555 **Proposed Award Amount: \$4,449,928**

The National Union of Hospital and Healthcare Employers in cooperation with two large for-profit nursing home chains and a smaller nursing home, will serve hard-to-employ welfare recipients and noncustodial fathers from the metropolitan Philadelphia area. Employers will be involved in every aspect of the program. All participants will take part in work readiness and nurse aide training programs that will result in State certification. Upon successful completion of the program, participants will be hired, generally into unionized jobs with healthcare, pension and training benefits. In order to overcome transportation barriers, the grantee will work with employers and participants to create an extensive transportation system.

PUERTO RICO

Centro de Capacitacion y Asesoramiento, Caguas, PR

Elier J. Rodriguez (787) 745-4430 **Proposed Award Amount: \$5,000,000**

This project will serve welfare recipients in the Arecibo region of Puerto Rico using a One-Stop

Automated Records Management System
Hex-Dump Conversion

model that will include a prevention program to keep youth off of welfare through apprenticeship and mentoring. The project will provide teenage participants with group experiences to develop skills and attitudes for responsible parenting through educational and personal development activities. In addition, the project will include counseling and workshops to promote responsible sexual behavior to prevent teenage pregnancy. The project will also address the needs of long-term welfare recipients.

RHODE ISLAND

Providence/Cranston Private Industry Council, Providence, RI

Richard Andrade (410) 861-0800 Proposed Award Amount: \$3,859,284

The Providence/Cranston Private Industry Council will serve 400 welfare mothers in federally assisted and public housing complexes in transitioning to full-time jobs through the provision of an innovative, supportive employment program. The World of Work (WOW) program addresses the significant barriers to employment faced by the target group through a structured, yet flexible system which features a work-first strategy combined with supportive employment opportunities. The World of Work will provide services on-site at public housing facilities, thereby eliminating transportation barriers and offering a built-in network of peer support.

SOUTH DAKOTA

Oglala Lakota College, Kyle, SD 57752-0490

Thomas Shortbull (605) 455-2321 Proposed Award Amount: \$2,293,326

The project, Wanna Wowasi on Wakanyeja (Work Now for our Children), will serve the Lakota Sioux by placing Welfare-to-Work enrollees into employment and providing support services such as GED tutoring, world of work training and child care. The project will set up a local employment agency, target area employers, support entrepreneurial activities and provide telephone service. In addition, the project will incorporate Lakota values to emphasize the importance of employment for program participants for future generations of Lakota.

TENNESSEE

Tennessee Urban League Affiliates, Chattanooga, TN

Warren E. Logan (423) 756-1762 Proposed Award Amount: \$5,000,000

This project, located in Chattanooga, Knoxville, Memphis and Nashville, the four largest cities in Tennessee, will utilize an integrated approach to obtain the commitment of employers to hire the hardest-to-employ inner-city welfare recipients by focusing on employer needs. Participants will receive intensive support, employment and post-employment services through a service delivery process based on close coordination of resources among the Private Industry Council, Urban

League and the Department of Human Services. Faith based organizations will be involved in outreach and recruitment and serve as mentors for the participants.

Nashville/Davidson County Private Industry Council, Nashville, TN
Bill Tharp (615) 880-2492 Proposed Award Amount: \$4,016,694

This project will assist welfare recipients in Davidson County and Nashville, TN, to find and keep jobs with three major Nashville employers. The project will use the Pathways Model to provide a framework to broker support services needed for individuals to enter and remain successful at work. A keystone of the project will be the use of case managers and job coaches in career centers located at the work sites.

TEXAS

Dallas County Local Workforce Development Board, Dallas, TX
Laurie Bouillion Larrea (214) 290-1000 Proposed Award Amount: \$5,000,000

The philosophy of the project, in Dallas and Garland County, TX, is to provide access to employment and support where the participants live; creating a village cluster concept to mentor, coach and educate them. The project provides participants with case management, job readiness classes, job placement, community support teams, child care, transportation, job coaching, basic education, English-as-a-Second-Language and GED classes and occupational training skills. The project uses a holistic process to help participants integrate all aspects of their lives with their employment. The program will encourage participants to build a community for positive change in their lives.

Tarrant County Workforce Development Board, Fort Worth, TX
Jann Miles (817) 531-6755 Proposed Award Amount: \$3,254,864

This program begins with extensive efforts on the part of local government, community based organizations and workforce development boards to encourage participation in this program. Participants are trained and placed in jobs that offer opportunity for upward mobility and wages that will lead to self-sufficiency. Participants will be placed in jobs in the service support sector with employers such as Sprint, Southwestern Bell, and GTE, and in the warehousing and freight transit industry with employers such as Federal Express, United Parcel Service and the Alliance Airport. Increased licensing for home child care and van pooling are targeted to reduce these barriers. Homeless noncustodial parents with substance abuse problems will also be served.

County of Webb, Laredo, TX
Juan Vargas (956) 718-8602 Proposed Award Amount: \$1,000,000

This project located in Laredo, TX (Webb County), will focus on moving the hardest-to-employ welfare recipients into unsubsidized employment. The project will partner with Americorp's VISTA Volunteers, the national Welfare-to-Work Partnership and the South Texas Workforce

Development Board.

UTAH

Five County Association of Governments, St. George, UT

John S. Williams (435) 673-3548 Proposed Award Amount: \$3,000,000

Strategies in Project GROW are designed to integrate state-sponsored welfare goals and activities including securing sustainable employment which will eliminate the need for subsidized employment. This grant will focus on individuals with multiple barriers, people living in public housing and noncustodial parents.

VERMONT

Central Vermont Community Action Council, Barre, VT

Hal Cohen (802) 479-1053 Proposed Award Amount: \$3,120,140

The project, known as the Central Vermont Community Commitment, will operate out of the 12 Career Resource Centers (One Stop Centers) across the State and will create 200 new child care slots in 35 home-based businesses. On-the-job training and subsidized employment with public agencies will be the main work-first strategies, with some limited microbusiness training. Participants will have workplace mentors to coach them on workplace skills. The project will mobilize an array of resources including a full-time Mental Health Coordinator, an accelerated and expanded van service and legal aid.

VIRGINIA

Alexandria Redevelopment and Housing Authority, Arlington, VA

Dr. Beverly Howard (703) 549-7115 ext. 215 Proposed Award Amount: \$1,090,000

The Alexandria Redevelopment and Housing Authority (ARHA) project seeks to move its residents into long-term, economic self-sufficiency through a range of training and employment approaches. Participants will be trained to enter the home-building and construction trades which offer high entry-level wages, as well as other industries seeking workers. Program participants be mentored at the job site. In addition, job placement services and computer skills training will be provided as well as support servie such as child care, transportation and substance abuse treatment.

Richmond Private Industry Council, Richmond, VA

Charles G. Tetro (207) 469-6385 Proposed Award Amount: \$4,993,775

This project will move the hardest-to-employ Richmond residents, (including noncustodial

parents and ex-offenders) into employment by providing a flexible approach to case management. Job training services will be made available in the neighborhoods where recipients live and work. Apprenticeships, workplace literacy and training in nontraditional occupations for women are among the planned services. Professional interns and volunteers will provide additional support to this work-first program.

WASHINGTON

Washington State Labor Council (AFL - CIO), Seattle, WA

Raymond E. Mason (206) 281-8901 **Proposed Award Amount: \$4,619,684**

Washington State Labor Council's (WSLC) Recovery and Work Retention project is designed to provide services to assist substance abusers to initiate and maintain an alcohol and drug-free recovery lifestyle. Through life-long skill building, personal empowerment training, job preparation and support services, WSLC and its partners will assist welfare recipients achieve and maintain life-long self-sufficiency.

Seattle-King County Private Industry Council, Seattle, WA

Alfred L. Starr (206) 448-0474 **Proposed Award Amount: \$5,000,000**

This project represents a collaboration among Seattle's employment, training and welfare systems that will move the hardest-to-employ Seattle and King county welfare recipients into permanent employment. The project will focus on placing participants clients into jobs with a career ladder, and providing intensive case management, providing English-as-a-Second-Language training and job retention services. The project will expand transportation services and expand child care options through the development of culturally relevant child care options. The project will supply a variety of supportive services to place and retain WtW enrollees, many of whom have limited English speaking ability.

WEST VIRGINIA

Human Resources Development Foundation, Morgantown, WV

Homer R. Kincaid (304) 296-8223 **Proposed Award Amount: \$4,934,876**

The Human Resources Development Foundation (HRDF) will operate a Comprehensive Employment Program (CEP) in rural West Virginia. Six offices will be set up around cities in the service area. Participants be provided work experience, job readiness, mentoring, occupational skills, apprenticeship training, enhanced supportive services, and job retention and advancement skills. New programs and services will be created to fill the gaps in the current employment, social service, and training systems including in-depth assessment and case management, and recruitment efforts to reach noncustodial parents. In addition the project plans to extend bus routes in contiguous counties and contract with the local Board of Education to provide transportation services.

MULTI-STATE PROJECTS

Johns Hopkins University, Baltimore City, MD

Dr. Arnold H. Packer (410) 516-4556 **Proposed Award Amount: \$4,996,535**

Serving: MD, IL, ME, IA, CT, CA, OR, RI, FL, AZ. The project will serve long-term welfare recipients and noncustodial fathers in ten diverse communities in 10 States. Local community colleges, government agencies and community-based organizations will combine efforts to place Welfare-to-Work participants in employment that offers learning opportunities. Program participants will be provided with intensive skills development and will receive documentation and certification of their skills acquisition. The project will establish an Internet-based learning network to benefit employers and WtW participants.

The America Works Partnership, Washington, DC

Edward J. Gorman III (202) 639-8811 **Proposed Award Amount: \$7,872,505**

Serving: CA, NJ, FL, AK, & IN. Traditional apprenticeship programs are more accommodating to individuals with learning disabilities than other classroom-based training programs. This project plans to focus on placing eligible public housing residents in construction and other apprenticable trades, with supportive services to help them move up to self-sufficiency. Innovative aspects of the project include technology-based distance learning, and interactive software to develop English-as-a-second-language skills, virtual One-Stop service centers, mobile learning labs, employer coaching and mentoring programs. The project also seeks to improve recruitment, hiring and training practices oriented towards low-income individuals in construction and other related industries.

The Enterprise Foundation, Columbia, MD

Patrick Jackson (410) 772-2751 **Proposed Award Amount: \$8,000,000**

Serving: MD, CO, TX, MO, DC, and OR. The Enterprise Foundation, in conjunction with more than 200 service providers and business partners, will help 2,525 welfare recipients in Baltimore, MD, Denver, CO, San Antonio, TX, St. Louis, MO, Washington, DC, and Portland, OR, to move into sustained employment with a focus on career development and advancement for each person. The Enterprise Foundation will collaborate with a number of partners who will provide direct work preparation as well as supportive services upon referral. In each city, the coalition will focus on serving welfare recipients and non-custodial parents who reside in particularly distressed neighborhoods.

International Association of Jewish Vocational Services, Philadelphia, PA

Arlene D. Cohen (215) 854-0235 **Proposed Award Amount: \$4,204,777**

Serving: MN, NJ, PA & two sites in MA. This project will be operated by affiliate agencies of the International Association of Jewish Vocational Services in six urban areas. The project will provide pre- and post-employment services and ongoing case management to welfare

recipients with low reading skills who are approaching their lifetime limit on welfare benefits. The goal of the project is to help people on public assistance find entry-level jobs with career growth potential in the health care industry. Ongoing case management, mentoring and post-employment skills training will also be an important element in developing participant's careers.

Hispanic Association of Colleges and Universities, San Antonio, TX

Antonio Flores (210) 692-3805 **Proposed Award Amount: \$4,321,269**

Serving: AZ, CA, TX. The Hispanic Associations of Colleges and Universities (HACU) will conduct post-employment occupational and basic skills training for eligible participants through state-of-the-art interactive computer technology. This training will occur at the worksite, with education counseling provided by mentors and employers supervising the program on-site. This unique project will add to the continuum of services provided by Welfare-to-Work formula or other funds. Specific occupations include building maintenance, customer service, home care worker, office worker and security guard.

Marriott International Community Employment & Training Programs, Washington, DC

Fred Kramer (301) 380-8583 **Proposed Award Amount: \$3,536,250**

Serving: Multisite in serving 20 cities in CA, CO, FL, GA, IL, KY, LA, MD, MI, MO, NV, NC, OH, PA, TX, and VA. Marriott's work first model is designed to target hard-to-employ Welfare-to-Work participants across twenty cities in 15 States. Through Marriott's integrated work and learning environment, which focuses on job retention, participants will receive customized job training and supportive services to address employment and community barriers. In addition, the program will facilitate a mentor and protégé component to assist protégé's in making a successful transition from welfare to economic self-sufficiency.

**Automated Records Management System
Hex-Dump Conversion**