Withdrawal/Redaction Sheet
Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. fax	Elisa Johnson to Cynthia Rice re: Welfare to Work "Success Stories" Biographies (2 pages)	ca. January, 1998	P5, P6/b(6)
002. memo	Cynthia Rice to Katharine Button re: Welfare Recipients for State of the Union Gallery (1 page)	01/22/98	P5, P6/b(6)
003. memo	Cynthia Rice to Bruce Reed and Elena Kagan re: Welfare to Work "Success Stories" (1 page)	01/22/98	P5, P6/b(6)
004. note	Notes and Biographies re: Welfare to Work "Success Stories" (4 pages)	ca. January, 1998	P6/b(6)
005. fax	Lynn Hogan to Cynthia Rice re: Success Stories for the President's State of the Union Address (partial) (3 pages)	01/22/98	P5, P6/b(6)

COLLECTION:
Clinton Presidential Records
Domestic Policy Council
Cynthia Rice (Subject Files)
OA/Box Number: 15427

FOLDER TITLE:
Budget-State of the Union Gallery [2]

rx3

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

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P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P3 Release would violate a Federal statute [(a)(3) of the PRA]
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
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P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

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RR. Document will be reviewed upon request.

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b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
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b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
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1ST STORY of Level 1 printed in FULL format.

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The Courier-Journal (Louisville, KY.)

January 29, 1998, Thursday IND:INDIANA

SECTION: NEWS Pg.01A

LENGTH: 675 words

HEADLINE: Indy woman had not felt like a success until Clinton honor
Ex-welfare mom 'just did what I had to do'

BYLINE: MARY DIETER, The Courier-Journal

SOURCE: STAFF

DATELINE: INDIANAPOLIS

BODY:

Elaine Kinslow didn't think much of it when she was asked, weeks ago, to tell her story about moving from welfare to work.

Little did she know that the request would result in her being highlighted as a success story by President Clinton in his State of the Union address Tuesday.

"I just thought they were going to send the information over to Washington and that would be the end of it," she said.

But last Friday, she got a phone call that a national organization called Welfare to Work Partnership, which held a symposium in Indianapolis last month, was interested in her story. And on Sunday, she got an official invitation to come to Washington and sit in first lady Hillary Clinton's box for the president's annual speech.

"I said, 'OK; this is great,' " she recounted wearily at the Indianapolis International Airport last night, less than 24 hours after her appearance on national television and about 36 hours after she had left home.

Kinslow, a 37-year-old Indianapolis native, is the divorced mother of four children, ages 14 to 19. She was an honor-roll, college-bound student when she got pregnant in high school.

While she graduated on time, was valedictorian of her adult nightschool class and got a year of college at Ivy Tech, she got caught in the welfare cycle, spending 13 years "off and on" welfare. She worked various jobs during those years, sometimes two. But something - low wages, transportation problems, child care - always seemed to get in the way of her getting ahead.

With welfare reform came the requirement that able recipients go to work. Last March, Kinslow's caseworker sent her to Keys to Work Inc., a company that provides training, job placement and counseling and other support services for welfare recipients.

And Keys to Work found her a job as a driver with Path Finder Transportation Services. It's a new company Keys to Work partly owns that provides

24-hour-a-day transportation for welfare recipients placed in jobs, as well as cancer patients receiving chemotherapy and radiation treatments.

In no time, said Gregg Keesling, Keys to Work chief executive officer, Kinslow impressed her boss enough to earn a promotion to dispatcher, a salaried position that gives her sick leave and insurance.

"She just couldn't escape the cycle," Keesling said, until she got a job that provided such benefits. Sick leave, for example, gives her the security that she will not lose her job if she can't work a day or so; he noted, however, that she hasn't missed a day since she went on salary.

In his speech Tuesday, Clinton talked about the success of welfare reform, and he introduced Kinslow to the nation by asking her to stand.

White House staff members had told her that it was a possibility she would be mentioned in the speech. "I didn't know . . . until I heard my name come out of his mouth," she said.

"I never dreamed he would ask me to stand up in front of everybody. I think I was crying a little bit. I tried real hard not to. When he asked me to stand up, I couldn't really say no."

Kinslow and her entourage - Gynnie Keesling of Keys to Work and Mark Stanley of Path Finder - were invited to the White House after the speech for a reception, where they met the president. Gynnie Keesling, who is Gregg's sister, said the president spent more time talking with Kinslow than virtually anyone else at the reception.

Kinslow was pleased the president highlighted the success of welfare reform because, she said, it can work if former recipients get support services to get them started in work.

She said she fears that "people think that people want to be on welfare and all they want to do is sit at home and collect a check . . . They don't realize there's a lot of things that can happen that can easily throw someone onto the welfare rolls."

Now, having been singled out by the president as a success story, she said "I guess I am." But until Tuesday night, she added, "I never thought about it that way. I just did what I had to do."

GRAPHIC: Hillary Clinton applauded Indiana resident Elaine Kinslow during a moment of recognition at the state of the union speech Tuesday.

LANGUAGE: English

LOAD-DATE: January 30, 1998

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WASHINGTON, DISTRICT OF COLUMBIA 20502-0308

President publicly praises Hoosier

By David L. Haase
Indianapolis Star/News

WASHINGTON (Wed. Jan. 28, 1998) -- Hoosier Elaine Kinslow planned to watch President Clinton's State of the Union address at home in Indianapolis.

She really did.

But she got an offer she couldn't refuse.

So there she sat Tuesday night in the visitors' gallery of the U.S. House of Representatives.

Around her perched people such as Florida Gov. Lawton Chiles, astronaut Col. Robert Cabana and Bob Stanton, the new National Park Service director.

Oh, and two seats to her left, first lady Hillary Rodham Clinton.

Kinslow was invited to join Hillary Clinton in the first lady's box for the speech as a representative of all the former welfare recipients who have worked their way into the employment mainstream.

The president himself pointed to her in his speech.

"Elaine Kinslow and all those like her are the real heroes of the welfare revolution," Clinton said.

During a standing ovation that lasted more than 20 seconds, Kinslow bowed her head, and the first lady patted her shoulder.

Earlier, Kinslow said: "I raised my kids the best I could and never thought much about it.

"If I can do it, other moms and dads can do it."

Kinslow, the divorced mother of four teens, was on and off

welfare for 13 years before getting a job as a driver for PathFinder Transportation Service last February.

Since then, she has been promoted to dispatcher.

PathFinder provides rides 24 hours a day every day for people working their way off welfare. It also has a contract with the Little Red Door Cancer Agency to take patients to medical appointments.

Mark Stanley, owner of PathFinder, and Gynnie Keesling, co-owner of Keys to Work, accompanied Kinslow to Washington on Tuesday.

Stanley said the seven former welfare recipients on his staff work just as hard as those who never have needed public aid.

Kinslow, Stanley and Keesling gathered at the White House just hours before the 9 p.m. speech. Kinslow and others sitting in the first lady's box took vans to the Capitol and returned to the White House afterward for a reception with the Clintons.

The Welfare to Work Partnership, a nonprofit, nonpartisan organization that helps move people from welfare to jobs, recruited Kinslow for the White House.

1ST STORY of Level 1 printed in FULL format.

Copyright 1998 Associated Press
AP Online

January 28, 1998; Wednesday 04:48 Eastern Time

SECTION: Washington - general news

LENGTH: 486 words

HEADLINE: Ex-Welfare Mom Made VIP for a Night AP-State-of-Union-Guests ,0509

BODY:

Former welfare mom a Clinton VIP for the night

WASHINGTON (AP)

Elaine Kinslow, a mother of four teen-agers, was on welfare and in a dead-end, low-paying job a year ago. This year off the dole and in a new blue suit she was a VIP on Capitol Hill, saluted by President Clinton as a hero.

One of Clinton's invited guests to his State of the Union address Tuesday night, the Indianapolis woman was cited as a success story of welfare-to-work programs. ''Elaine Kinslow and all those like her are the real heroes of the welfare revolution,'' Clinton said, inviting her to stand and be recognized from her seat near Hillary Rodham Clinton in the House gallery.

''Everything just seems to be turning around,'' Kinslow exuded earlier. She confided that she'd rushed out the night before to buy a new outfit.

She was among 12 ''real Americans'' who joined Mrs. Clinton and Tipper Gore, Vice President Al Gore's wife, in a special box for the president's annual speech. Each was selected to reflect some priority in Clinton's 1998 agenda.

Army Sgt. Michael Tolbert, 27, led his battalion of ''Golden Dragons'' in Bosnia to secure a radio tower and stop anti-NATO broadcasts by Bosnian Serbs allied with suspected war criminal Radovan Karadzic. Clinton wants Congress this year to approve an indefinite extension of America's peacekeeping mission in Bosnia.

Frederick Won Park, a special education teacher in Cambridge, Mass., was chosen for his support of the president's imperiled plan for national education standards and testing. Clinton, who must also overcome Republican resistance to his AmeriCorps program, invited San Jose, Calif., school volunteer Frankie Gomez.

Representing Clinton's initiative for racial understanding were John Hope Franklin, the retired historian and law professor who is chairman of the president's race advisory board; the Rev. Dr. R. Lawton Higgs Sr., pastor of the interracial United Methodist Congregation in Birmingham, Ala.; and Chuck Burris, the first black mayor of Stone Mountain, Ga., former headquarters of the Ku Klux Klan.

Other special guests:

Peggy Haack, a 10-year foster parent, adoptive mother of two daughters, and child care worker from Madison, Wis.

Dr. Harold Varmus, director of the National Institutes of Health and co-winner of a 1989 Nobel Prize in physiology and medicine for his work demonstrating that cancer genes can arise from normal cells.

Col. Robert Cabana, the Minneapolis native who will command the crew of the STS-88, the first space shuttle mission to carry hardware for the assembly of the international space station.

Bob Stanton, director of the National Park Service and native of Fort Worth,T exas.

Florida Gov. Lawton Chiles, a Democrat whose state child care program expanding quality, affordable child care by working dollar-for-dollar with local businesses has been studied and praised by Mrs. Clinton.

LANGUAGE: ENGLISH

LOAD-DATE: January 28, 1998

2ND STORY of Level 1 printed in FULL format.

Copyright 1998 Times Mirror Company
Los Angeles Times

January 28, 1998, Wednesday, Home Edition

SECTION: Part A; Page 1; National Desk

LENGTH: 2231 words

HEADLINE: UNDER FIRE, CLINTON LOOKS TO FUTURE;
SPEECH: UPBEAT STATE OF UNION MESSAGE OFFERS PROPOSALS AIMED AT IMPROVING NATION'S ABILITY TO PROSPER AMID TIMES OF RAPID ECONOMIC, TECHNOLOGICAL CHANGE.

BYLINE: JONATHAN PETERSON, TIMES STAFF WRITER

DATELINE: WASHINGTON

BODY:

In a moment both awkward and electrifying, President Clinton set aside his own political travails Tuesday night to present a carefully targeted legislative agenda designed to help Americans "shape this global economy, not shrink from it."

"This is not a time to rest," Clinton declared in his State of the Union address, an upbeat, 72-minute speech in which he emphasized America's mighty stature in a world that has changed in startling ways. "It is a time to build."

Clinton, speaking in a crowded House chamber with the pall of a presidential crisis in the air, used the annual speech to launch a national debate on Social Security, urging Congress to dedicate money from expected budget surpluses to shore up the giant retirement program for the long haul.

Individually, many of the proposals were modest in scope, and consistent with prior announcements by the White House, such as tax credits for employers that provide child care and an expanded Family and Medical Leave Act. Still, they fit into Clinton's broader framework of a nation coming to grips with rapid-fire technological and economic change--"a truly new world," as the president put it.

"Rarely have Americans lived through so much change, in so many ways, in so short a time," Clinton said. "Quietly but with gathering force, the ground has shifted beneath our feet."

Unveiling his 1998 legislative agenda, Clinton called for raising the minimum wage, hiking cigarette taxes, providing new protections for participants in managed health care plans, reforming the Internal Revenue service and protecting the rights of pensioners.

"Let us say to all Americans watching tonight--whether you are 70 or 50 or just beginning to pay into the system--Social Security will be there when you need it," Clinton declared to applause. "Let us tonight make this commitment--Social Security first."

The White House budget request for next year will be balanced four years ahead of schedule, he announced with evident pride, in contrast to a budget deficit "once so incomprehensibly large that it had eleven zeros . . . And if we maintain our resolve, we will produce balanced budgets as far as the eye can see," Clinton said.

While the address focused heavily on domestic policies, he aimed at least some of his remarks overseas. Clinton voiced his support of the U.S. troop commitment in Bosnia, and offered words of warning to Iraqi President Saddam Hussein: "You cannot defy the will of the world. You have used weapons of mass destruction before. We are determined to deny you the capacity to use them again."

Members of the House and Senate responded to the president's message with enthusiasm, rising repeatedly to applaud his rhetorical flourishes and exhortations. While the lines in his face hinted of fatigue, Clinton appeared focused, confident and resolute as he described his vision of America in the 21st century.

Notably, neither Clinton nor his audience betrayed any indication that the capital has spent the last week consumed by a personal crisis that threatens his presidency. First Lady Hillary Rodham Clinton watched the speech from the First Lady's Gallery, surrounded by a group of citizens selected as leaders in "discovery, service and building 'One America,' " according to the White House.

The president personally introduced one of the first lady's gallery companions, Elaine Kinslow of Indianapolis, a former welfare recipient who earns $ 18,000 a year as a transportation dispatcher.

Stress on Access to Quality Education

Clinton repeatedly stressed the the need to expand access to quality education to help Americans acquire the skills needed for the future. He highlighted new proposals to hire 100,000 teachers, finance school renovations and establish higher standards in public schools.

"We have opened wide the doors "We have opened wide the doors of the world's best system of higher education," he said. "Now we must make our public elementary and secondary schools the best in the world, too--by raising standards, raising expectations and raising accountability."

Despite the many and varied proposals outlined in his speech, Clinton sought to go beyond what one advisor called "a national to-do list," attempting to provide his vision of a prosperous society, he said, is "within our reach."

"An America where everybody has a chance to get ahead with hard work," he said in a series of brush strokes that conjured a sunny, almost Reaganesque picture of the nation. "Where families are strong, schools are good, and all young people can go to college. An America where scientists find cures for diseases from diabetes to Alzheimer's to AIDS. An America where every child can stretch a hand across a keyboard and reach every book ever written, every painting ever painted, every symphony ever composed."

Yet Clinton clearly was seeking to draw a sharp distinction from former President Ronald Reagan and other conservatives who have long fought to slash

the size of the federal government.

Clinton's declaration that "the era of big government is over" gained great attention in his State of the Union address two years ago. Tuesday night, he sought to broaden the point, defending the role of government and trying to distinguish his approach from the typical dichotomy of liberals vs. conservatives.

"We have shaped a new kind of government for the information age," he said, and "moved past the sterile debate between those who say government is the enemy and those who say government is the answer. My fellow Americans, we have found a third way. We have a smaller government, but a stronger nation."

The new America, Clinton maintained, would have several fundamental characteristics: "An economy that offers opportunity. A society rooted in responsibility. And a nation that lives as a community."

For weeks, Clinton's White House had been anticipating the speech as a high-water mark for a president who had been strengthened by last year's balanced-budget deal and seemed to have survived official investigations into campaign finance practices with little damage to his stature.

The furor forced a rattled White House to crank up emergency damage-control machinery, robbing the State of the Union address of the optimistic aura that officials had hoped for.

Still, advisors who had labored over the address for weeks insisted that the public remains more interested in Social Security, health care, education and the environment than in the lurid allegations that have preoccupied the media and political Washington for a riotous week.

"These are the things people care about," said Gene Sperling, a top economic advisor to Clinton, shortly before the speech. "These are the things the president was elected to deal with."

Highlights of Year's Agenda

Some highlights from Clinton's 1998 agenda:

* The president called for raising the $ 5.15 hourly minimum wage, while stopping short of citing a dollar figure. White House aides said a precise proposal might come within days. Clinton called it a "simple, sensible step to help millions of workers struggling to provide for their families."

* Tobacco should be taxed heavily, in order to discourage children from smoking, he declared. "Let's raise the price of cigarettes by up to $ 1.50 a pack over the next 10 years, with penalties on tobacco companies if they continue marketing to kids."

* Congress, he said, should enact a consumer bill of rights that would protect patients in managed-care health plans. Americans, he said, have the right to know all their medical options, "not just the cheapest," along with the right to choose doctors, receive emergency room care wherever it is available and keep medical records confidential.

As a way to ease the "fund-raising arms race" in politics, Clinton said he would ask the Federal Communications Commission to provide free, or cheaper, television time for candidates. Broadcasters, he said, "have a responsibility to help strengthen our democracy."

* Clinton called on Congress to pass legislation for "sweeping" reforms of the Internal Revenue Service. "We need new citizen advocacy panels, a stronger taxpayer advocate, phone lines open 24 hours a day, relief for innocent taxpayers," he said.

* On the environment, Clinton endorsed $ 6 billion in tax cuts and research spending to promote cleaner factories, fuel-efficient cars and energy-efficient homes. "Every time we have acted to heal our environment, pessimists have said it would hurt economy," Clinton said. "Well, today our economy is the strongest in a generation--and our air and water are the cleanest in a generation."

* The president reiterated his call for "fast-track" authority enabling him to negotiate trade deals that Congress would not be able to amend. "We must shape this global economy," Clinton said, "not shrink from it."

Proposal to Save Social Security

In one respect the state of the union is markedly different from past decades: The federal budget is expected to move into a substantial surplus--perhaps $ 200 billion--over the next five years, with the biggest savings accruing in the latter part of that period. Clinton said he would "reserve every penny of every surplus" until political leaders agree on a long-term solution for Social Security.

As a first step, the White House plans to have the American Assn. of Retired Persons and the anti-deficit Concord Coalition host forums on Social Security this year, with Clinton, Vice President Al Gore and other political leaders in attendance.

Under current law, the pension system faces a long-range financing problem with the retirement of the baby boom generation. The crisis is expected to hit in 2029, when the system will be able to pay only 75% of its promised benefits. Changes must be made long before then to avoid sizable tax increases or benefit cuts.

In the speech, Clinton attempted to pull together such varying sources of anxiety about the changing world as the Asian financial crisis and trade policies that fuel fears among American workers.

Striking a teacher-like tone, Clinton lectured that Americans should be concerned about the financial problems of Thailand, Indonesia and South Korea because "if Asia sinks into recession, they won't be able to buy the goods we want to sell them and if their currencies lose their value, the price of their goods will drop, flooding our market and others with cheap goods, making it tougher for us to compete."

That in mind, he asked Congress to authorize an $ 18-billion line of credit to help the International Monetary Fund deal with the economic crisis in Asia. The IMF legislation languished on Capitol Hill last year.

"Preparing for a far-off storm that may reach our shores is far wiser than ignoring the thunder until the clouds are overhead," the president said.

Clinton, who was stung last year by the defeat of his request for broader, "fast track" authority to make trade accords with other countries, sought to assure the nation that "I have listened carefully" to the concerns. He said he had concluded that the resistance was based on fears of losing American jobs and also that trading partners would maintain lower environmental and trading standards.

Nonetheless, he said, "We can't influence other countries' decisions if we send them a message that we're backing away from trade."

Clinton won applause for his vow to propose legislation to fight abusive child labor practices in other nations.

Throughout, Clinton was accorded respect and dignity--as usual during a this kind of speech. The cheers from the Democrats--and the occasional jeers from Republicans--came over policy differences for the most part. The first lady was greeted warmly by most when she entered with the vice president's wife, Tipper Gore. After the speech, Democrats were restrained in their response, taking pains to separate Clinton's public and private lives as much as possible.

"The president delivered a very strong speech under difficult circumstances," said Senate Minority Leader Tom Daschle, (D-S.D.).

Said House Minority Leader Richard A. Gephardt: "This speech turned Washington's attention back where it belongs--to the business of the people. People want us to start talking more about them and less about the scandal of the day."

GOP Comments More Freely

Republicans, in contrast, seemed to feel freer to speak their mind. Their responses ran the gamut from outright disapproval and disdain to an expressed willingness to give Clinton the benefit of the doubt.

Some avoided the uncomfortable topic of Clinton's private life altogether and commented only on policy. "He said a lot of good things about education, crime, Iraq but people were thinking about what he didn't say," said Sen. Arlen Specter (R-Penn.).

Not so, said Rep. John R. Kasich (R-Ohio), a sometime Clinton foe. "People came into the chamber, we're all there. I don't think once he got started anybody was thinking about it. We wanted to hear what he had to say. I think most of us hope none of this stuff is true."

Times staff writers Norman Kempster, Robert A. Rosenblatt, Alissa J. Rubin and Jodi Wilgoren contributed to this story.

* LEADERSHIP TEST: Protecting budget surplus will be challenge, analysts say. A13

* SOCIAL SECURITY: Debate looms on future of retirement program. A14

GRAPHIC: PHOTO: President Clinton, with Vice President Al Gore and Speaker Newt Gingrich, before his annual speech. PHOTOGRAPHER: Reuters PHOTO: President Clinton receives a standing ovation in House chamber to one of his proposals during his 72-minute State of the Union address. PHOTOGRAPHER: Reuters

LANGUAGE: English

LOAD-DATE: January 28, 1998

4TH STORY of Level 1 printed in FULL format.

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USA TODAY

January 28, 1998, Wednesday, FIRST EDITION

SECTION: NEWS; Pg. 3A

LENGTH: 862 words

HEADLINE: Clinton offers a decidedly Democratic agenda

BYLINE: Susan Page

DATELINE: WASHINGTON

BODY:

WASHINGTON -- The policy prescription in Tuesday's State of the Union address represents yet another turn in the Clinton presidency. With the budget balanced, his presidency in crisis and midterm elections approaching, he returned to a more traditional Democratic agenda than he has championed in several years.

President Clinton unveiled a legislative agenda designed in large part to draw differences between Republicans and Democrats in a midterm election year on such issues as expanding Medicare, increasing education spending and raising the minimum wage.

In a political climate uncluttered by scandal, the speech would have sparked heated partisan debate over his proposals to husband any budget surpluses for Social Security while increasing federal spending on programs from medical research to child care.

But the reaction and the debate over policy were overshadowed, at least for the moment, by the controversy over allegations that Clinton had an affair with a 21-year-old White House intern, then urged her to lie about it under oath.

Watching from the front row of the visitors' gallery above the House chamber was first lady Hillary Rodham Clinton, surrounded by guests invited to personalize Clinton's proposals. They included Elaine Kinslow of Indianapolis, who moved from welfare to work last year, and Frederick Won Park, a special education teacher from Cambridge, Mass.

While most of the speech dealt with domestic issues, Clinton also addressed a building confrontation overseas. In words aimed at Saddam Hussein, he suggested the U.S. would use force to block Iraq from developing nuclear, biological and chemical weapons.

"You cannot defy the will of the world," Clinton said. "You have used weapons of mass destruction before. We are determined to deny you the capacity to use them again."

Among Clinton's proposals:

-- Put aside any budget surpluses -- in effect, they would be used to reduce the national debt -- until a plan is enacted to ensure Social Security's solvency when the baby boom generation retires. Republican leaders generally support using at least some of the surplus for tax cuts.

He didn't endorse any specific changes in the politically sacrosanct program. Instead, he announced a series of regional forums this year to raise public awareness about Social Security, which is projected to run out of money in 2029. A White House conference would follow in December, after the midterms, with legislation considered in 1999.

When it comes to using a surplus, Clinton declared, "I have a simple four-word answer: Save Social Security first."

-- Double to 2 million the number of children eligible for child-care subsidies as part of a $ 21.7 billion initiative.

-- Spend $ 7.3 billion to hire 100,000 teachers, with the goal of reducing class sizes in grades one through three. He also doubled his previous school-construction initiative, proposing tax credits to pay the interest on nearly $ 22 billion in bonds to build and renovate public schools.

-- Expand Medicare by allowing retirees as young as 55 to buy coverage through the federal health care program for the elderly. "It won't add a dime to the deficit," he said. But some independent analysts express doubts.

-- Increase by 50% over five years spending for the National Institutes of Health, National Science Foundation and National Cancer Institute "so that ours will be the generation that finally wins the war against cancer and begins a revolution in our fight against all deadly diseases." The NIH alone would get $ 17 billion more.

-- Enact the comprehensive tobacco settlement and raise the price of cigarettes by up to $ 1.50 a pack over 10 years to deter teen smoking. The administration's fiscal 1999 budget being released next week assumes that the as-yet-unwritten deal will bring in $ 65 billion in new revenues over the next five years.

-- Increase the $ 5.15-an-hour minimum wage, a proposal added to the speech so belatedly that Clinton hadn't yet decided on the size of the increase.

While some of the proposed new spending amounts to relatively small dollar figures, Clinton's expansive tone was in contrast to his other recent State of the Union addresses. In 1996, he declared, "The era of big government is over." Last year he listed balancing the budget as a prime goal.

"The era of big government is back," said Randy Tate, executive director of the Christian Coalition. "He can't find enough ways

to spend working people's money."

But the liberal Center on Budget and Policy Priorities issued an analysis challenging that impression, saying under Clinton's plan federal spending as a share of the gross domestic product would continue to drop for the next several years.

Other guests invited to sit with Hillary Clinton included Peggy Haack, who runs a child-care center in her home in Madison, Wis.; Frankie Gomez, a 19-year-old member of the AmeriCorps national service program; and Chuck Burris, an African-American elected mayor of Stone Mountain, Ga., the former headquarters of the Ku Klux Klan.

LANGUAGE: ENGLISH

LOAD-DATE: January 28, 1998

5TH STORY of Level 1 printed in FULL format.

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The Washington Post

January 28, 1998, Wednesday, Final Edition

SECTION: A SECTION; Pg. A26

LENGTH: 411 words

HEADLINE: Special Guests Reflect Themes of 1998 Agenda

BODY:

Each of the 12 people invited by Hillary Rodham Clinton to sit in the Executive Gallery of the House for last night's State of the Union address represented a major theme of President Clinton's 1998 agenda.

Elaine Kinslow, a mother of four, was on welfare and in a dead-end, low-pay job last year. This year, off the dole and in a new blue suit, she was one of the VIPs, making her first trip to the Capitol -- an example of Clinton's Welfare-to-Work Partnership helping welfare mothers start new lives in good jobs.

There was 27-year-old Army Sgt. Michael Tolbert, who led his battalion of "Golden Dragons" in Bosnia to secure a radio tower and stop anti-NATO broadcasts by Bosnian Serbs allied with suspected war criminal Radovan Karadzic. Clinton wants Congress to approve an indefinite extension of America's peacekeeping mission in Bosnia.

And there was Frederick Won Park, a special-education teacher in Cambridge, Mass., who supports the president's imperiled proposal for national education standards and testing. Clinton, who must also overcome Republican resistance to his AmeriCorps program, invited San Jose, Calif., volunteer Frankie Gomez, who started an after-school program for poor children.

Representing Clinton's initiative for racial understanding were John Hope Franklin, the retired historian and law professor who is chairman of the president's race advisory board; the Rev. Dr. R. Lawton Higgs Sr., pastor of the interracial United Methodist Congregation in Birmingham, Ala.; and Chuck Burris, the first black mayor of Stone Mountain, Ga., the former headquarters of the Ku Klux Klan.

Also invited to sit in the VIP box with Hillary Clinton and Tipper Gore were:

Peggy Haack, a 10-year foster parent, adoptive mother of two daughters and child-care worker from Madison, Wis.

Harold E. Varmus, director of the National Institutes of Health and co-winner of a 1989 Nobel Prize in physiology and medicine for his work demonstrating that cancer genes can arise from normal cells.

Col. Robert Cabana, who will command the crew of the STS-88, the first space shuttle mission to carry hardware for the assembly of the international space station.

Robert Stanton, director of the National Park Service.

Florida Gov. Lawton Chiles (D), whose state child-care program -- expanding high-quality, affordable child care by working dollar-for-dollar with local businesses -- has been studied and praised by Hillary Clinton.

LANGUAGE: ENGLISH

LOAD-DATE: January 28, 1998

3RD STORY of Level 1 printed in FULL format.

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January 27, 1998; Tuesday 16:57 Eastern Time

SECTION: Washington - general news

LENGTH: 412 words

HEADLINE: Speech Guests Mirror Clinton Themes

DATELINE: WASHINGTON

BODY:

For every theme, a face.

Each of the 12 people invited by Hillary Rodham Clinton to sit in the Executive Gallery of the House for Tuesday night's State of the Union address represented a major theme of President Clinton's 1998 agenda.

There was 27-year-old Army Sgt. Michael Tolbert, who led his battalion of ''Golden Dragons'' in Bosnia to secure a radio tower and stop anti-NATO broadcasts by Bosnian Serbs allied with suspected war criminal Radovan Karadzic. Clinton wants Congress this year to approve an indefinite extension of America's peacekeeping mission in Bosnia.

And, there was Frederick Won Park, a special education teacher in Cambridge, Mass., who supports the president's imperiled proposal for national education standards and testing. Clinton, who must also overcome Republican resistance to his AmeriCorps program, invited San Jose, Calif., volunteer Frankie Gomez, who started an after-school program for poor children.

Representing Clinton's initiative for racial understanding were John Hope Franklin, the retired historian and law professor who is chairman of the president's race advisory board; the Rev. Dr. R. Lawton Higgs Sr., pastor of the interracial United Methodist Congregation in Birmingham, Ala.; and Chuck Burris, the first black mayor of Stone Mountain, Ga., the former headquarters of the Ku Klux Klan.

Also invited to sit in the VIP box with Mrs. Clinton and Tipper Gore were:

Elaine Kinslow, an Indianapolis mother of four. She spent 13 years on and off the welfare rolls before last year, when she found a transportation industry job through Clinton's brainchild, the Welfare-to-Work Partnership.

Peggy Haack, a 10-year foster parent, adoptive mother of two daughters, and child care worker from Madison, Wis.

Dr. Harold Varmus, director of the National Institutes of Health and co-winner of a 1989 Nobel Prize in physiology and medicine for his work demonstrating that cancer genes can arise from normal cells.

Col. Robert Cabana, the Minneapolis native who will command the crew of the STS-88, the first space shuttle mission to carry hardware for the assembly of the international space station.

Bob Stanton, director of the National Park Service and native of Fort Worth,Texas.

Florida Gov. Lawton Chiles, a Democrat whose state child care program expanding quality, affordable child care by working dollar-for-dollar with local businesses has been studied and praised by Mrs. Clinton.

LANGUAGE: ENGLISH

LOAD-DATE: January 27, 1998

FAX COVER SHEET

U.S. Department of Health and Human Services
Administration for Children and Families
Office of Public Affairs
370 L'Enfant Promenade, S.W.
Washington, D.C. 20447
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Telephone: (202) 401-9215
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Pages (plus cover sheet): 4
Date: 1/20

Re: welfare caseload

Sept 1997

Cynthia,

Attached are the September caseload numbers.

Michael

CHANGE IN WELFARE CASELOADS

Total AFDC/TANF families and recipients

	Jan.93	Jan.94	Jan.95	Jan.96	Sept97	percent(93-97)
			(millions)			
Families	4.963	5.053	4.936	4.628	3.546	-29%
			1,417,000 fewer families			
Recipients	14.115	14.276	13.918	12.877	9.804	-31%
			4,311,000 fewer recipients			

Total AFDC/TANF recipients by State

state	Jan.93	Jan.94	Jan.95	Jan.96	Sept97	percent(93-97)
Alabama	141,746	135,096	121,837	108,269	67,839	-52%
Alaska	34,951	37,505	37,264	35,432	32,776	-6%
Arizona	194,119	202,350	195,082	171,617	138,486	-29%
Arkansas	73,982	70,563	65,325	59,223	42,834	-42%
California	2,415,121	2,621,383	2,692,202	2,648,772	2,225,893	-8%
Colorado	123,308	118,081	110,742	99,739	59,065	-52%
Connecticut	160,102	164,265	170,719	161,736	151,631	-5%
Delaware	27,652	29,286	26,314	23,153	20,550	-26%
D.C.	65,860	72,330	72,330	70,082	61,602	-6%
Florida	701,842	689,135	657,313	575,553	375,819	-46%
Georgia	402,228	396,736	388,913	367,656	237,191	-41%
Hawaii	54,511	60,975	65,207	66,690	75,030	+38%
Idaho	21,116	23,342	24,050	23,547	4,945	-77%
Illinois	685,508	709,969	710,032	663,212	556,426	-19%
Indiana	209,882	218,061	197,225	147,083	106,710	-49%
Iowa	100,943	110,639	103,108	91,727	73,816	-27%
Kansas	87,525	87,433	81,504	70,758	45,603	-48%
Kentucky	227,879	208,710	193,722	176,601	145,713	-36%
Louisiana	263,338	252,860	258,180	239,247	127,752	-51%
Maine	67,836	65,006	60,973	56,319	44,213	-35%
Maryland	221,338	219,863	227,887	207,800	145,435	-34%
Massachusetts	332,044	311,732	286,175	242,572	194,401	-41%
Michigan	686,356	672,760	612,224	535,704	415,487	-39%
Minnesota	191,526	189,615	167,949	171,916	145,220	-24%
Mississippi	174,093	161,724	146,319	133,029	82,426	-53%
Missouri	259,039	262,073	259,595	238,052	177,695	-31%
Montana	34,848	35,415	34,313	32,557	23,106	-34%
Nebraska	48,055	46,034	42,038	38,653	38,111	-21%
Nevada	34,943	37,908	41,846	40,491	28,157	-19%
New Hampshire	28,972	30,386	28,671	24,519	16,553	-43%
New Jersey	349,902	334,780	321,151	293,833	247,200	-29%
New Mexico	94,836	101,676	105,114	102,648	56,520	-40%
New York	1,179,522	1,241,639	1,266,350	1,200,847	973,123	-17%

state	Jan.93	Jan.94	Jan.95	Jan.96	Sept97	percent(93-97)
North Carolina	331,633	334,451	317,836	282,086	218,863	-34%
North Dakota	18,774	16,785	14,920	13,652	9,962	-47%
Ohio	720,476	691,099	629,719	552,304	418,830	-42%
Oklahoma	146,454	133,152	127,336	110,498	72,393	-51%
Oregon	117,656	116,390	107,610	92,182	52,364	-55%
Pennsylvania	604,701	615,581	611,215	553,148	410,363	-32%
Rhode Island	61,116	62,737	62,407	60,654	54,624	-11%
South Carolina	151,026	143,883	133,567	121,703	75,624	-50%
South Dakota	20,254	19,413	17,652	16,821	11,570	-43%
Tennessee	320,709	302,608	281,982	265,320	157,608	-51%
Texas	785,271	796,348	765,460	714,523	464,069	-41%
Utah	53,172	50,657	47,472	41,145	30,996	-42%
Vermont	28,961	28,095	27,716	25,865	21,817	-25%
Virginia	194,212	194,959	189,493	166,012	114,450	-41%
Washington	286,258	292,608	290,940	276,018	236,763	-17%
West Virginia	119,916	115,376	107,668	98,439	74,093	-38%
Wisconsin	241,098	230,621	214,404	184,209	88,575	-63%
Wyoming	18,271	16,740	15,434	13,531	3,824	-79%
Guam	5,087	6,651	7,630	8,364	7,894	+55%
Puerto Rico	191,261	184,626	171,932	149,944	138,045	-28%
Virgin Islands	3,763	3,767	4,345	4,953	4,318	+15%

Note: as of July 1, 1997, all states changed their reporting system from AFDC to TANF

Source:
U.S. Dept. of Health & Human Services
Administration for Children and Families
January 1998

CHANGE IN WELFARE CASELOADS SINCE ENACTMENT OF THE NEW WELFARE LAW

Total TANF families and recipients

	Aug.96	Sept97 (millions)	percent
Families	4.389	3.546	-19%
		843,000 fewer families	
Recipients	12.202	9.804	-20%
		2,398,000 fewer recipients	

Total TANF recipients by State

state	Aug.96	Sept97	percent
Alabama	100,510	67,839	-32%
Alaska	35,540	32,776	-8%
Arizona	169,440	138,486	-18%
Arkansas	56,230	42,834	-24%
California	2,578,450	2,225,893	-14%
Colorado	95,790	59,065	-38%
Connecticut	159,060	151,631	-5%
Delaware	23,650	20,550	-13%
D.C.	69,290	61,602	-11%
Florida	533,800	375,819	-30%
Georgia	329,160	237,191	-28%
Hawaii	66,480	75,030	+13%
Idaho	21,800	4,945	-77%
Illinois	640,870	556,426	-13%
Indiana	141,850	106,710	-25%
Iowa	85,940	73,816	-14%
Kansas	63,780	45,603	-28%
Kentucky	170,890	145,713	-15%
Louisiana	228,120	127,752	-44%
Maine	53,790	44,213	-18%
Maryland	194,130	145,435	-25%
Massachusetts	219,580	194,401	-11%
Michigan	501,440	415,487	-17%
Minnesota	169,740	145,220	-14%
Mississippi	122,750	82,426	-33%
Missouri	222,820	177,695	-20%
Montana	28,240	23,106	-18%
Nebraska	38,510	38,111	-1%
Nevada	33,920	28,157	-17%
New Hampshire	22,940	16,553	-28%
New Jersey	275,700	247,200	-10%
New Mexico	99,660	56,520	-43%
New York	1,143,960	973,123	-15%

state	Aug.96	Sept97	percent
North Carolina	266,470	218,863	-18%
North Dakota	13,130	9,962	-24%
Ohio	549,310	418,830	-24%
Oklahoma	96,010	72,393	-25%
Oregon	78,420	52,364	-33%
Pennsylvania	530,520	410,363	-23%
Rhode Island	56,460	54,624	-3%
South Carolina	113,430	75,624	-33%
South Dakota	15,840	11,570	-27%
Tennessee	238,890	157,608	-34%
Texas	647,790	464,069	-28%
Utah	39,060	30,996	-21%
Vermont	24,270	21,817	-10%
Virginia	152,680	114,450	-25%
Washington	268,930	236,763	-12%
West Virginia	89,039	74,093	-17%
Wisconsin	148,890	88,575	-40%
Wyoming	11,400	3,824	-76%
Guam	8,314	7,894	-5%
Puerto Rico	151,023	138,045	-9%
Virgin Islands	4,898	4,318	-12%

Note: as of July 1, 1997, all states changed their reporting system from AFDC to TANF

Source:
U.S. Dept. of Health & Human Services
Administration for Children and Families
January 1998

WAIVERS (IN)

The Clinton Administration approved waivers to implement two welfare reform demonstrations for Indiana.

- **Impacting Families Welfare Reform Demonstration Project (IMPACT) (Approved December 1994)**

  Originally approved as "Manpower, Placement and Comprehensive Training Program.

  Statewide, for up to 12,000 job-ready AFDC adult recipients, measured at any point in time: limits AFDC cash benefits to 24 consecutive months; extends grant diversion to up to 24 months; freezes AFDC benefits for up to 24 months for working recipients at the payment level in effect at entry into employment; increases the AFDC resource limit to $1,500; extends post-employment supportive services (e.g., case management); and increases sanctions for failure to comply with JOBS program requirements. For all AFDC families statewide: eliminates the incremental increase in AFDC benefits for additional children conceived on welfare and does not count such additional children for purposes of the JOBS exemption for the care of a child under age 3; establishes fiscal sanctions for voluntarily terminating employment; requires AFDC applicants and recipients to sign a personal responsibility agreement; eliminates the 100-hour rule for AFDC-UP; requires children to attend school and to be immunized; eliminates the JOBS exemptions for recipients living in rural or hard-to-access areas and those employed 30 or more hours per week; establishes food stamp eligibility periods that are consistent with those in AFDC and Medicaid; for the purposes of determining food stamp eligibility and benefits, disregards child support payments and earnings for a 6-month period following the initiation of employment; and requires Food Stamp Program fair hearing requests to be in writing. Also, in up to 5 counties, the State may implement Emergency Assistance pilots.

- **Impacting Families Welfare Reform Demonstration Project (IMPACT) - Amendments (Approved August 1996)**

  Statewide, amends previously implemented demonstration to impose 24-month limit on AFDC; provide 1 additional month for each 6 months full-time employment; require minor parents to live with a specified relatives and count the relative's income and resources; extend fraud penalties; establish 3 unexcused absences as "unacceptable school attendance" for dependent children; provide one-half the amount otherwise payable for family cap child as a voucher; allow employed AFDC recipient option of receiving child care or an AFDC payment equal to the family's benefit before employment; require establishment of paternity as a condition of eligibility; establish additional conditions of eligibility for AFDC; impose penalties for illegal drug use; subject JOBS volunteers to JOBS sanctions; eligibility test will be 100% of the federal poverty in lieu of 185% of need; expand voluntary quit penalties; and limit transitional child care to 12 months in the period of the demonstration.

TANF STATE PLAN (IN)

Received: October 1, 1996 Certified Complete: November 1, 1996 Effective Date: October 1, 1996

Time Limit	Sanctions for Not Complying With Work Requirement	Employment Subsidy Program	Upfront Diversion	Individual Development Accounts	Family Cap	Continue Benefits to Legal Aliens	Transitional Medicaid Available (Months)	Transitional Child Care Available (Months)
24	Reduction	Not Specified	Not Specified	To Be Decided	Yes	Yes	12	12

The State of Indiana's TANF program, Partnership for Personal Responsibility (PPR) is an enhancement of the previous demonstration project - Indiana Manpower Placement and Comprehensive Training (IMPACT).

Items marked with asterisks (**) include provisions of waivers approved under the Clinton Administration. All are statewide, unless otherwise noted.

Time Limit

- PPR benefits are limited to 24 months. A person may earn credit for one month of assistance for each 6 consecutive months the person is employed. However, a person may not retain a credit of more than 24 months at any time. **

Work

- Work activities include: job search, subsidized work, and community work experience. **
- Sanctions for failure to participate: For every failure to comply, the responsible person is sanctioned until compliance occurs. For the first failure, the person's needs are removed for at least 2 months; for the second failure, at least 12 months; and for the third failure, at least 36 months. **
- Exemptions: an adult needed to care for a child under 12 weeks old, an adult needed to care for a disabled person, or a VISTA volunteer. **

Personal Responsibility

- Family Cap: PPR benefits are not increased for children who are born while the mother is receiving assistance. Exceptions are made for children who are conceived as a result of incest, rape, or criminal sexual assault, and for children with substantial physical or mental disabilities. **
- Minor Parents: Minor parents are required to live with an adult or with a legally responsible guardian. **
- Individual Responsibility Plan: The Personal Responsibility Agreement encompasses requirements to move towards work, to provide a safe environment for children (including vaccinations, and school attendance). **

- Strengthen Child Support: Non-cooperation in determining paternity will result in a parent or caretaker's ineligibility. If this non-cooperation continues for 6 months, the child will also become ineligible. **

Immigration Policy

- Indiana will provide PPR benefits to all qualified aliens to the extent permitted by Federal law.

Food Stamp Section 824 Waivers

- The State of Indiana has received a waiver of section 824 for selected cities and counties, due to insufficient jobs.

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THE INDIANAPOLIS STAR

December 15, 1997 Monday CITY FINAL EDITION

SECTION: CITY/STATE; Pg. B01

LENGTH: 483 words

Indiana Welfare Reform

HEADLINE: Welfare-to-work plans' effectiveness is unclear

BYLINE: JOE FAHY

BODY:

More than 300 Indiana businesses will gather in Indianapolis today to answer a national call for greater corporate involvement in welfare reform.

Welfare to Work Partnership, a group founded in May by five national firms, is urging companies to hire former welfare recipients.

State officials will be welcoming the partnership's help today at the Welfare to Work Indiana Challenge, an all-day conference.

While Indiana has been a national leader in reducing welfare caseloads, the future success of participants in IMPACT, the state's welfare-to-work program, is far from clear.

For the fiscal year that ended in June, the average starting hourly wage for jobs found through IMPACT was $ 5.88. Just 36 percent of those jobs offered health insurance.

Abt Associates, a Maryland-based firm, is still in the early stages of tracking the long-term success of Indiana's former welfare population.

In a September report, Abt concluded that Hoosier families leaving welfare remain "highly vulnerable," with many continuing to rely on a wide variety of public and private assistance programs.

Nationally, researchers say it is too early to assess the long-term effect of sweeping welfare reforms.

While 20 percent to 30 percent of former welfare recipients may be "moving up the job ladder," a majority is probably not moving up much, largely because of limited education and skills, said Gary Burtless, an economist at the Brookings Institution in Washington.

Although trends remain unclear, individual companies report success in hiring clients leaving welfare.

United Airlines, which helped found the Welfare to Work Partnership, is one such company.

Kristina Price, a spokeswoman for United, said the company's internal tracking indicates former welfare recipients have a job retention rate 50 percent higher than other employees hired for similar jobs.

The company, which attributes the higher retention in part to a mentoring program, has hired more than 500 former public assistance clients, she said.

Starr McCoy, a staffing manager for Bank One in Indiana, Illinois and Wisconsin, said she has noticed no greater turnover in employees hired from the welfare rolls than those from other sources.

In Indianapolis, Bank One works with a variety of private companies that prepare welfare recipients for employment, including America Works.

Although America Works charges a fee for clients hired by the bank, McCoy said it is no greater than the costs the bank would incur on its own to provide fringe benefits.

The bank actually saves money over conventional hires, she said, because tax credits can pay $ 2,000 or more for each new worker formerly on the welfare rolls.

In a tight labor market, McCoy said, the bank needs to turn to that option and others to fill entry-level jobs.

"We need to exercise every resource we can," she said.

LOAD-DATE: December 16, 1997

34TH STORY of Level 1 printed in FULL format.

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THE INDIANAPOLIS STAR

November 3, 1997 Monday CITY FINAL EDITION

SECTION: EDITORIAL; Pg. A06

LENGTH: 468 words

HEADLINE: Reducing the rolls

BODY:

More than two years after implementing its welfare reform program, Indiana is notching impressive reductions in its rolls. Gov. Frank O'Bannon announced last week that fewer households are on welfare than at any time since 1972. As of September, 40,000 Hoosier families were receiving public assistance, compared to 72,000 four years ago.

While our incredibly low unemployment rate has contributed to these numbers, the state now has evidence to show its Work First approach is working, too. It is moving families off assistance more quickly and reducing the amount of cash they receive while in the program.

Best of all: Newcomers to the reformed welfare system are more apt to see it as a temporary solution than a way of life. Six of every 10 who signed up after May 1995 have left the program within a year, compared to four out of 10 who joined under the old welfare system.

Although it's too early to make sweeping conclusions, a preliminary study by Abt Associates Inc. and the Urban Institute shows a clear link between work requirements and reductions in the rolls. That may seem self-evident, but critics of welfare reform have steadfastly refused to accept the possibility that AFDC suppressed the work ethic.

Since May 1995, welfare applicants in Indiana have had to sign a Personal Responsibility Agreement in which they agree to certain conditions - such as looking for a job and immunizing their children - in exchange for aid. A percentage are then placed into an employment/training program and face loss of benefits if they don't comply.

The consultants have been hired to study Indiana's program over six years and compare outcomes for families subject to the new rules with those in a group kept under Aid to Families With Dependent Children.

The news is encouraging so far, but the hardest part lies ahead, they warn. That's because "clients who are more employable and/or marriageable tend to exit welfare faster than those who are less advantaged, leaving the latter behind as an increasing proportion of the remaining caseload. "

Of those who have left welfare, the picture is promising. They report higher incomes than when they were on AFDC, but remain vulnerable. Nearly half did not have health insurance; more than a fourth needed help from a community organization. One fourth were neither living with a spouse nor employed. Such numbers point to a continued need for transitional aid including Medicaid, child care and transportation so families can become a stable part of the work force.

While much remains to be done, the early data should silence the critics. Indiana has taken a responsible approach to welfare reform that is starting to end the culture of government dependency.

LOAD-DATE: November 04, 1997

38TH STORY of Level 1 printed in FULL format.

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THE INDIANAPOLIS STAR

October 30, 1997 Thursday CITY FINAL EDITION

SECTION: CITY/STATE; Pg. B02

LENGTH: 185 words

HEADLINE: Noncustodial parents will get help

SOURCE: STAFF REPORT

BODY:

You don't necessarily have to live with your children to be a good parent, but some parents need extra help and guidance, Gov. Frank O'Bannon said Wednesday.

Speaking at the Governor's Conference on Fathers and Families, O'Bannon pledged $ 1 million to nonprofit organizations and churches that run programs for noncustodial parents. The money will come from welfare reform savings.

"They will help teach parenting skills, as well as assisting the noncustodial dad or mom get and keep a job and pay child support," O'Bannon told hundreds of social services professionals, educators and church and community leaders at the Indiana Convention Center.

Still, the real goal for raising healthy children should be two-parent homes where fathers are involved with their children's education and other activities.

"One of the tragedies of our national welfare system was that it discouraged marriage and the formation of strong family bonds between parents," O'Bannon said. "We need to build whole families out of the wreckage that welfare dependency has often left in its wake. "

LOAD-DATE: October 31, 1997

39TH STORY of Level 1 printed in FULL format.

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THE INDIANAPOLIS STAR

October 29, 1997 Wednesday CITY FINAL EDITION

SECTION: CITY/STATE; Pg. D02

LENGTH: 249 words

HEADLINE: O'Bannon says welfare rolls are at 25-year low

SOURCE: STAFF REPORT

BODY:

Indiana welfare rolls are at their lowest in 25 years, and the state is ranked No. 1 in the nation in moving people from welfare to jobs, Gov. Frank O'Bannon said Tuesday.

In a speech at the Governor's Conference on Welfare Reform, O'Bannon called welfare reform "a top priority for all of us. "

The daylong conference included workshops on child-care partnerships, job training and overcoming transportation barriers.

O'Bannon said 28,000 welfare recipients were placed into jobs last year in Indiana, which helped attain a 42 percent reduction in public-assistance rolls since 1993.

"That is reforming welfare the right way," the governor said.

O'Bannon also pointed to tax cuts passed by the Indiana General Assembly this year, with the most significant reductions targeted at parents and the working poor.

Those tax cuts include a higher standard deduction per child and a new earned income deduction.

"We also continue to reinvest our savings from welfare reform back into programs that can prevent or reduce the need for public assistance in the first place," O'Bannon said.

He noted increased child-care availability for the poor and programs to help prepare poor parents for raising children.

O'Bannon also cited "innovative welfare-to-work partnerships" with businesses to target welfare recipients for hiring.

He said two companies, Pep Boys and Sure Link, announced this year that 40 percent of the people they hire would be welfare recipients.

LOAD-DATE: October 30, 1997

48TH STORY of Level 1 printed in FULL format.

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THE INDIANAPOLIS STAR

October 13, 1997 Monday CITY FINAL EDITION

SECTION: EDITORIAL; Pg. A10

LENGTH: 516 words

HEADLINE: Child support disaster

BODY:

Indiana has done an abysmal job creating a computerized child support network ordered by Congress, but we hardly deserve the punishment being threatened by the feds: the loss of $ 29 million or more.

Losing that amount would make child support collection even harder at a time when welfare reform laws demand fathers step up to help their kids.

Indiana is one of 33 states that failed to meet the Oct. 1 deadline for having a statewide information system to track child support. Not only do the states risk losing dollars for collection assistance, but all welfare funding, too. In Indiana, that could amount to $ 207 million.

The threatened sanctions seem unduly harsh considering the monumental task given states by Congress in its 1988 Family Support Act. Among other mandates, it required states to set up computerized directories so a federal network can be created to help track down parents who owe money to their children. The list would include every person newly hired by every employer in the country.

Almost every state like Indiana, with large caseloads and county-run support systems, has found the law to be a nightmare.

Of Indiana's 92 counties, only 20 have fully implemented the Indiana Support Enforcement Tracking System known as ISETS.

Hardware and software problems have been legion. Marion County, which had an outstanding tracking system of its own, has been reluctant to sacrifice its computer program for something that might be worse.

According to the National Child Support Enforcement Association, states with county-administered rather than statewide systems have been especially challenged because they have had to coordinate policies that were previously determined solely at the local level by judges, clerks and prosecutors. That should tell Congress why we need more time to comply.

Rep. E. Clay Shaw Jr., R- Fla., is urging that delinquent states lose up to 20 percent of their child support money. In a letter to President Clinton, he wrote, "Congress is forever

forgiving penalties on states. Yet another federal performance of this sort will push even further into the future the day on which states believe us when we adopt performance goals backed by penalties. "

Now is not the time to take that stand.

The loss of precious dollars will only exacerbate the deadbeat problem we are trying to cure. Marion County alone could lose $ 2 million a year for child support collection unless the City-County Council made up the difference.

Indiana has made a good faith effort to comply with the law and is committed to the public policy behind it. Although a national network smacks of Big Brotherism, we recognize that technology is the key to effective child support collection, especially as more non-custodial parents move across state lines.

Washington must give states more time to comply with this burdensome mandate. Indiana counties are joining the ISETS system as they become comfortable and ready. Bullying tactics from the feds won't speed things up.

LOAD-DATE: October 14, 1997

56TH STORY of Level 1 printed in FULL format.

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THE INDIANAPOLIS STAR

October 2, 1997 Thursday CITY FINAL EDITION

SECTION: CITY/STATE; Pg. B01

LENGTH: 559 words

HEADLINE: Indiana in a bind over child support;
State has missed the deadline to computerize its collection monitoring system and may lose $ 29 million in federal funds.

BYLINE: GREGORY WEAVER

BODY:

The potential loss of $ 29 million in annual federal funding threatens to jeopardize child support collection in Indiana.

Indiana prosecutors and county clerks who lead that collection are in danger of losing the money because the state failed to establish a statewide child support computer system by the federal government's Wednesday deadline.

"I am fearful," said James Hmurovich, director of the Family and Social Services Administration's Division of Family and Children. "I believe that the issue of a sanction is real, but to what degree it will be imposed is unclear. "

The U.S. Department of Health and Human Services could cut all welfare financing to states that miss the deadline. In Indiana, that would amount to $ 207 million.

No one is saying that will happen, because most states have missed the deadline, and cutting them all off could wreck the nation's welfare system. More likely is the reduction or elimination of child support collection assistance that the 33 tardy states have received.

In Indiana, that's $ 29 million a year that is used to help counties pay the salaries of deputy prosecutors who work to bring deadbeat parents to justice and the clerks who issue child support checks.

Marion County could lose as much as $ 2 million a year for its child support collection efforts, unless the City-County Council made up the difference.

U.S. Rep. E. Clay Shaw Jr., a Florida Republican and a leader in the child support debate, is suggesting that derelict states lose up to 20 percent of their child support money.

Hmurovich said he hopes Indiana's work to bring its computerized child support collection system online will persuade federal regulators not to punish the state.

Shaw wants sanctions because states have had more than seven years to comply and already have been granted one extension.

Congress has sent the states nearly $ 2 billion to help get the job done.

"Congress is forever forgiving penalties on states," Shaw wrote in a letter to President Clinton. "Yet another federal performance of this sort will push even further into the future the day on which states believe us when we adopt performance goals backed by penalties. "

Increasing child support collections is a central goal of the federal welfare reforms.

States have been ordered to create computerized directories so a federal network can be established to help track down parents who owe money to their children.

The list would include every person newly hired by every employer in the country. The data are expected to help investigators get court orders to deduct support from a deadbeat parent's wages.

In Indiana and elsewhere, computer software glitches have gotten in the way. Hmurovich said Indiana's system was delayed a year as computer technicians worked to find and fix the problems.

Twenty of the state's 92 counties are now on the system.

Seventeen of them have been on the system for more than a year and have increased child support collections by 68 percent.

Despite those results, the creation of the system has caused consternation for many members of the Indiana General Assembly.

Sen. Richard Bray, a Martinsville Republican, said, "I don't care for the system, because there's so much personal information being collected. "

GRAPHIC: PHOTO; HEAD SHOT: SUPPORTS SANCTIONS:U.S. Rep. E. Clay Shaw Jr., R-Fla., has suggested that delinquent states lose as much as 20 percent of their federal child support money.; FILE PHOTO

LOAD-DATE: October 03, 1997

57TH STORY of Level 1 printed in FULL format.

Copyright 1997 The New York Times Company
The New York Times

October 1, 1997, Wednesday, Late Edition - Final

SECTION: Section A; Page 1; Column 4; National Desk

LENGTH: 1274 words

HEADLINE: HALF THE STATES UNLIKELY TO MEET GOALS ON WELFARE

BYLINE: By JASON DePARLE

DATELINE: WASHINGTON, Sept. 30

BODY:

Fewer than half the states say they will meet the deadline to fulfill all the ambitious work goals in the 1996 welfare law, creating a tricky political situation for President Clinton and for some governors who pushed for the work requirements.

The conservative supporters of the landmark law are watching the deadline, which is on Wednesday, and urging the Administration to impose financial penalties on the states that fail to comply.

"It's the first occasion to demonstrate that we are going to make welfare reform work," said Senator Lauch Faircloth, a North Carolina Republican whose own state is among those expected to fall short. Though senators are not known for demanding penalties on their own states, Mr. Faircloth warned, "If we capitulate on this, we're going to continue to capitulate."

But state officials and others say the hardest goal, which requires work from 75 percent of all two-parent families on welfare, was never realistic. They warn that the issue diverts attention from the more serious challenges posed by the vast welfare redesign, most of which involve single-parent families.

A confidential draft of the regulation implementing the law suggests a possible compromise. The regulation, which is being reviewed by the White House, would allow the states to reduce the 75 percent work requirement if either their overall caseloads or their two-parent caseloads have fallen. The states that had cut caseloads the most would face the least stringent work requirements.

The caseload credits were called for by last year's law, but left to the Administration to define. Critics have warned that they give states an incentive simply to drop families from the rolls.

About 24 states would find the work requirements cut by half or more under the Administration's proposed definition. Still, a substantial number could find themselves facing fines.

Though the issue has attracted an unusual amount of attention, it reveals less about welfare policy than it does about welfare politics. Two-parent families make up just 7 percent of the nation's caseload, and the potential fines are modest when compared with the additional billions in Federal welfare funds now flowing toward the states.

But the issue is being scrutinized for its symbolism. President Clinton does not want to appear soft on work requirements. And governors, priding themselves on their welfare know-how, do not want to be seen as failing their first quantifiable test. Having lobbied hard for last year's bill, which offers them vast new autonomy, they could find themselves in the embarrassing position of quickly imploring Washington for leniency.

Asked about the issue at a news conference this week, Mr. Clinton hedged his bets. "I want to keep high standards," he said, while adding, "I think most states are working hard in good faith."

A recent survey by The Associated Press found that only 17 states, including New York, said they were certain to meet the work requirements for two-parent families. Another six states, including Connecticut, said they would probably meet the standard.

Sixteen states said they would fail. Three said they would probably fail. Seven, including New Jersey, said they did not know. No information was available from Washington State.

States are having a much easier time meeting a second work rule. That requires them to have 25 percent of their total caseload, including single parents, in work activities. Most, if not all, states expect to meet that goal.

States that fail to meet either standard can lose up to 5 percent of their Federal welfare money, which will total about $16 billion this year. But the law gives the Secretary of Health and Human Services, Donna E. Shalala, the discretion to impose smaller penalties on a case-by-case basis.

Elaine Ryan, director of government affairs for the American Public Welfare Association, called a 5 percent penalty unduly severe, especially for a new program for which regulations are still being drafted.

"We need to be focusing less on these rates than on what kinds of services these families need to get off assistance," she said. The association represents state welfare directors.

Melissa Skolfield, a spokeswoman for Dr. Shalala, said "it's extremely premature" to discuss penalties because the Federal Government had not yet received the state data.

On the surface, the work requirement for two-parent families may seem easy to fulfill. It requires a total of just 35 hours of work each week between the two parents. And with two adults in the house, one should be able to baby-sit while the other works.

In practice, however, no past welfare program has ever achieved a participation rate that high. At any given time, a significant percentage of the caseload is typically being processed, awaiting assignments or otherwise falling short of the 35 hours.

When the welfare law was signed last year, most policy analysts expected the states to fall short. But few politicians wanted to criticize the provision and risk sounding uncommitted to work rules.

And since that law was passed, many states have found their two-parent families to be more disadvantaged than they knew -- otherwise, with two adults, they would have been able to leave the rolls. Often, one or both of the parents have physical disabilities, drug problems, criminal records or scant work histories.

"They're very difficult to work with," said Kevin Fitzgerald, North Carolina's director of social services. "If you push them, a lot of times a parent will leave, and you'll be down to a one-parent family."

There are 266,000 two-parent families on welfare, and slightly more than half are in California, which has 143,000. "But in California, nearly half are refugees, who often have severe linguistic and cultural barriers," said Corinne Chee, a spokeswoman for the California Department of Social Services. Ms. Chee said about 20 percent of the state's two-parent caseload would meet the work requirements.

But some critics say that states simply have not tried hard enough to meet the goals. "I mean, we're talking about two-parent families where not even one parent is working," said Senator Phil Gramm, Republican of Texas. "This is the clearest cut case in the whole welfare bill."

Though Texas is among those states expecting to fail, Senator Gramm called for strict financial penalties. "This isn't the time to start backing away," he said.

Under the draft regulation, states could reduce the 75 percent work requirement by the greater of two measures. One is the amount their overall caseloads have fallen since 1995. The other is the amount their two-parent caseloads have fallen. A state like Tennessee, for instance, which has cut its two-parent caseload by 77 percent, would face no work requirements at all.

On average, states have cut their two-parent caseloads by 21 percent, but that number obscures wide variation. Wyoming has eliminated its two-parent caseload, and Mississippi has cut its number by 80 percent, to just 8 families. Eight states have reduced their caseload by more than 75 percent, meaning they would be exempt from the work goal.

But Delaware, Texas, Hawaii, Utah, and Florida have seen their two-parent caseloads more than double, often because of broadened eligibility rules.

Representative E. Clay Shaw Jr., the Florida Republican who was a principal author of the 1996 welfare law, praised the Administration's draft regulation as "in keeping with the spirit of what we wanted."

"The states that are doing a better job than others in reducing caseloads -- they should get credit for that," he said.

GRAPHIC: Chart: "A CLOSER LOOK: Meeting Welfare Deadlines"
Federal law requires states to have 75 percent of two-parent welfare families in work activities by today. A recent survey by The Associated Press found that it was an ambitious goal. (Information on Washington State was not available.)

SEVENTEEN STATES say they will meet the two-parent family participation target: Arizona, Maine, Maryland, Massachusetts, Mississippi, Missouri, Montana,

Nebraska, New Hampshire, New York, Oklahoma, Oregon, South Dakota, Tennessee, Utah, Wisconsin and Wyoming.

SIX STATES say they probably will meet the target: Colorado, Connecticut, Illinois, Kentucky, North Dakota and Ohio.

SIXTEEN STATES say they will not meet the two-parent family participation target: Alabama, California, Delaware, Florida, Georgia, Hawaii, Idaho, Iowa, Louisiana, Michigan, Nevada, North Carolina, Pennsylvania, South Carolina, Texas and Vermont.

THREE STATES say they probably will not meet the target: Alaska, Minnesota and Virginia.

SEVEN STATES say they do not yet know if they will meet the target: Arkansas, Indiana, Kansas, New Jersey, New Mexico, Rhode Island and West Virginia.(pg. A22)

LANGUAGE: ENGLISH

LOAD-DATE: October 1, 1997

63RD STORY of Level 1 printed in FULL format.

Copyright 1997 The Indianapolis Newspapers, Inc.
THE INDIANAPOLIS STAR

September 21, 1997 Sunday CITY FINAL EDITION

SECTION: EDITORIAL; Pg. D03; LETTERS

LENGTH: 361 words

HEADLINE: Housing costs

BODY:

A new report, Out of Reach: Rental Housing at What Cost? by the National Low Income Housing Coalition, focuses on the shortage of affordable rental housing and its potential to undermine welfare reform and hinder newly hired minimum wage workers in their search for the American Dream.

We know that stable homes are the key to healthy communities, good schools and a productive work force, so let's look at an important slice of people's lives: housing. Consider a typical renter, a newly employed minimum wage worker and a welfare recipient who can't join the work force. Can they afford a place to live? The answers may surprise you.

Housing costs are not just a problem for the poorest of the poor.

In many communities, costs are too high for typical renters. In 282 of America's 393 largest metropolitan areas, one-third of all renters cannot afford the local market rent for a modest one bedroom apartment without forgoing other basic needs. This includes Indianapolis.

We define housing as affordable if it costs less than 30 percent of gross income. This leaves something for food, health care, child care, traveling to work and other basics. Due to high housing costs, millions make tradeoffs and must do without necessities.

In Indiana, a minimum wage earner must work 76 hours a week to pay for an average two-bedroom rent.

For those who stay on welfare and can't get a job, housing problems are worse. In Indiana, as in 48 other states, the maximum welfare grant, called Temporary Assistance to Needy Families, is less than the cost of a moderate two-bedroom apartment. So where do recipients live? Clearly, America's safety net has holes if welfare won't pay the rent.

As Hoosiers try to move from welfare to work and continue as responsible parents and employees, they slam into many obstacles. One of the most challenging is to find a safe, decent, affordable home.

For welfare-to-work to succeed, Americans need the twin foundations of affordable housing and living wage jobs.

THE INDIANAPOLIS STAR, September 21, 1997, Sunday

MARK ST. JOHN

Executive director

Indiana Coalition

on Housing and Homeless Issues

Indianapolis

LOAD-DATE: September 22, 1997

71ST STORY of Level 1 printed in FULL format.

Copyright 1997 The Indianapolis Newspapers, Inc.
THE INDIANAPOLIS STAR

September 9, 1997 Tuesday CITY FINAL EDITION

SECTION: CITY/STATE; Pg. D03

LENGTH: 385 words

HEADLINE: HUD sets up center to aid welfare recipients;
People looking for jobs may benefit from 'distance learning.'

BYLINE: DAVID BECK; CORRESPONDENT

BODY:

The Retreat Cooperative is a place to prepare for life without welfare, and residents of the government-assisted housing community have a new opportunity to do so at their new Neighborhood Networks computer learning center.

The center is the first of its kind in the United States, offering higher education through distance learning.

Located at 7151 Rue De Margot Drive near 71st Street and Michigan Road, it's part of a community-based initiative launched by the U.S. Housing and Urban Development.

The plan is to help residents of government-assisted housing move from welfare to work.

"Our mission is to enhance self-sufficiency, employability and economic self-reliance of low-income families living in HUD-assisted properties by providing them on-site access to computer and training resources," said Neighborhood Networks coordinator Gena Tursi.

Fred Simpson, president of the Retreat Learning Center, said distance learning makes sense for the Retreat Cooperative because of the percentage of residents who have not completed high school.

Many have not had higher academic training that would allow them to become more employable or to get better jobs.

"Since many of the residents are single parents who lack child care and transportation, distance learning removes those barriers," said HUD spokesman John Robinson.

Indiana University-Purdue University at Indianapolis is working with the center to make long-distance learning available.

The IUPUI Community Learning Network will connect the center to the Indiana College Network, Indiana Higher Education Telecommunications System, and other campus networks.

Through the electronic network, residents can enroll in certificate or degree programs.

Other agencies providing resources to the center include the Crooked Creek Multi-Service Center, the Greater Indiana Literacy League, Ivy Tech State College and the Indianapolis Network for Employment and Training.

The Neighborhood Networks project is particularly timely now that welfare reform directives require that recipients of government assistance work within two years of receiving benefits.

More than 230 Neighborhood Network Centers have been established throughout the United States.

For more information, call the center at (317) 293-3694.

GRAPHIC: PHOTO; A JOB TO DO:Jim Knight (left) of Kirkpatrick Management Co. and Fred Simpson of Retreat Learning Center speak at the opening ceremony for a "distance learning" program.; PAT WEST

LOAD-DATE: September 10, 1997

1ST STORY of Level 1 printed in FULL format.

Copyright 1998 IBJ Corporation
Indianapolis Business Journal

January 12, 1998

SECTION: Vol. 18; No. 44; Pg. 3

LENGTH: 781 words

Keyotb Work

HEADLINE: Firms slow to use welfare tax break;
Welfare-to-work credits draw little interest

BYLINE: STEPHEN BEAVEN, IBJ REPORTER

BODY:

Indiana companies are scrambling to hire dependable workers off the welfare rolls. But, according to the state, only a small fraction of companies is applying for lucrative federal welfare-to-work tax subsidies.

Between October 1996 and November 1997, 33,730 welfare recipients in Indiana were hired, according to the Indiana Department of Workforce Development. But only 954 have been certified by the state to make their employers eligible for the tax credits.

Some companies are so desperate for workers they don't even care. Others are scared off by the paperwork. And some complain the state is slow to administer the program.

"When I got here, we did have a backlog," said Craig Hartzer, who became commissioner of the Indiana Department of Workforce Development in July. "I heard about that. We don't have a backlog anymore because we cut through it."

A new, more lucrative, tax credit went into effect Jan. 1. And the state is launching a marketing campaign this year to educate businesses about what's available and how to get it, Hartzer said.

So, now there are two subsidies available for companies that hire eligible welfare recipients.

The Work Opportunity Tax Credit is worth up to $ 2,400. It expires in June unless Congress extends it. The new Welfare-to-Work Tax Credit is worth up to $ 8,500 over two years.

Companies can cash in on these credits if the welfare recipients they hire meet a list of requirements. They must belong to one of eight target groups and work a minimum of 120 hours. Then the company has to apply for certification from the state.

Perhaps the most important step in that process, state officials said, is returning one of the two application forms to the state within three weeks of the welfare recipient's first day on the job.

The high turnover rate among welfare hires has convinced some businesses they won't be eligible for the tax credits, Hartzer said.

"There's a perception that the individuals they hire might not end up staying long enough" to qualify, he said.

But some businesses are so concerned about getting dependable employees they don't have time to worry about the tax credits.

"The concern is more about getting the employee to show up to work and be a good employee," said Gregg Keesling, CEO of Keys To Work, which trains, places and employs welfare recipients. The tax credits are "very complicated to get. Employers don't seem to care."

Keys To Work has placed about 570 welfare recipients, Keesling said. But only about three or four have been certified by the state.

Personnel Management Inc. is determined to get the tax credits it deserves this year, said Dana Ralston, a division manager for the temp agency.

Previously, the company had difficulty getting the right paperwork from its employees and properly filing it with the state, she said.

But, despite the widespread perception, the certification process is not complicated, said Carl Cohen, president of Indianapolis-based CIC Enterprises Inc., a consulting firm that processes welfare-to-work tax credits for big companies across the country.

And as more companies learn about what's available, more are interested, he said. Keys To Work has talked with CIC about working together.

"There's a lot of interest," Cohen said. "It's snowballing."

The problem, as Cohen sees it, is that the state is too slow to certify eligible employees.

Hartzer admits there have been problems with the certification process. One of the biggest was lack of information about newly hired welfare recipients. There were delays in tapping into the Family and Social Services Administration database to confirm welfare histories, he said.

But since Hartzer started, the state has hired temporary workers to overcome the backlog and has better access to the database. The state receives about $ 200,000 a year in federal money to administer the program, and Hartzer believes more may be on the way.

The Department of Workforce Development has overcome about 70 percent of the 1997 backlog, Hartzer said. Even Cohen admits the process works more smoothly now.

With the backlog under control, the state plans to begin educating the business community about the tax credits.

State officials met with employers Dec. 15 to encourage use of the tax credits. A state task force will follow up with mailings and might provide an 800 number for assistance, Hartzer said.

With the marketing push and the more lucrative Welfare-To-Work tax credit now available, the state might face a new wave of businesses hoping to cash in.

"We could and I hope we [do]," Hartzer said. "It's up to us to make sure we don't drop the ball. And we won't."
*

GRAPHIC: Photo, Carla Kelly's employer, JFW Industries Inc., hasn't cashed in on welfare tax breaks.

LANGUAGE: ENGLISH

LOAD-DATE: January 14, 1998

2ND STORY of Level 1 printed in FULL format.

Copyright 1997 IBJ Corporation
Indianapolis Business Journal

July 14, 1997

SECTION: Vol. 18; No. 17; Pg. 1A

LENGTH: 1122 words

HEADLINE: Welfare reforms aid firms;
State contracts fuel training, placement

BYLINE: TOBY ECKERT, IBJ REPORTER

BODY:

Welfare is a growth industry for some.

State and federal reforms that are trimming welfare rolls and requiring jobs have spawned new opportunities for private firms that train and place recipients.

Four years ago, the state had only one vendor for such services. Today, it has 125 contracts with 54 companies.

They range from national players with proven track records, like New York-based America Works Inc., to small, new companies like Indianapolis-based Keys to Work Inc.

"We're big-time into job placement services," said James Hmurovich, director of the Division of Family and Children at the Indiana Family and Social Services Administration.

Questions have been raised about how successful the companies are in placing welfare recipients in long-term jobs. A study done last year claimed that few of the Marion County residents sent to companies by the state ended up with jobs.

But the contracting trend is likely to accelerate, as more and more recipients must be placed to meet federal mandates.

"We're in an expansion mode," said Steve Kaiven, operations director for TTI of Indiana Inc., the local arm of a company headquartered in Los Angeles.

TTI is one of the biggest players in the state, with $ 7 million worth of contracts in six counties. It is second to Nebraska-based Curtis & Associates Inc., which has $ 9 million worth of contracts in six counties.

Contracts totaling $ 11.4 million were awarded to seven firms in Marion County for the 1998-99 budget years, which started July 1. The firms also include not-for-profits like Goodwill Industries of Central Indiana and Eastside Community Investments.

The contracts are performance-based, meaning the companies are paid in increments depending on how many people they place in jobs, for how long, and with what pay and benefits.

"The higher the wage, the more reimbursement we can claim," said Mary Kapur, director of operations for America Works of Indianapolis Inc. "Then there's a bonus if you place with health insurance benefits."

The idea is to use private-sector-style incentives to achieve a public-policy goal.

"What we're doing is, we're really putting the pressure on the job-placement providers," Hmurovich said.

Successful companies are rewarded with bigger contracts. Kaiven said TTI's 1996-97 Marion County contract was 40 percent higher than its 1994-95 contract, "which was a great selling point when we went around to the rest of the state. Everybody's looking for not only the promises, but the results."

Some of the firms were established here before the state and federal welfare reforms were passed. America Works and TTI were lured by programs initiated by Mayor Steve Goldsmith in 1993 and 1994.

Keys to Work is a newer player. It was founded last year by local entrepreneurs Jannett and Gregg Keesling to feed workers into the hard-pressed hospitality industry. They had run hotels in Jamaica.

The company recruited most of its clients on its own last year, though it got a few referrals from the state, Gregg Keesling said.

"We found out there were lots of people out there who were willing to work if we could solve their transportation problems," he said.

After placing 192 people by the end of May 1997, Keys to Work landed a $ 1 million contract to place 900 Marion County residents in jobs over the next two years.

Keesling thinks there are plenty of opportunities to expand beyond Marion County. "We've had some calls from the Trump casino" near Gary, he said.

But Keys to Work has no immediate plans to open offices in other counties, he added.

"There is enough employee shortage in this county to keep us busy over the next two years," he said.

The arrival of the for-profit companies has meant new competition for the not-for-profit organizations that traditionally dominated the social services scene.

"I think, in general, competition makes us better," said Jim McClelland, president of Goodwill Industries. "I think competition is a good thing."

However, he said, Goodwill and similar organizations may have an edge when it comes to dealing with the next wave of hard-core unemployed who are dealing with substance abuse and other problems.

"A lot of those remaining have multiple barriers to employment," he said. "The not-for-profits, in general, are really in a position to provide more

services to those people than the for-profits are."

Others have been more critical of the state's efforts. A 1996 study by the Washington, D.C.-based Economic and Social Research Institute found that only one in five of the recipients referred to private contractors in Indianapolis was placed in a job, that about half failed to show up for training or placement, and that only 7 percent to 12 percent of those who got jobs were still working after six months.

It also questioned the extent to which the contracts were actually performance-based.

"I think what it did was identify for us issues that we suspected were problematic," said Bill Stephan, president of the Indianapolis Private Industry Council, which commissioned the study along with the city.

Hmurovich said he was not familiar with the study. The state has hired a Maryland firm to evaluate various aspects of its welfare program, including work programs.

The training and placement companies acknowledged that turnover has been a problem. Of the 401 people placed by TTI from July 1995 to December 1996, only about half worked at least six months.

"A good number of people find it very difficult to make this transition to the world of work," Kaiven said.
*

Marion County welfare-to-work contracts*

Curtis & Associates Inc. $ 3,157,538

TTI of Indiana Inc. $ 3,078,708

Goodwill Industries of Central Indiana Inc. $ 1,975,930

America Works of Indianapolis Inc. $ 1,099,700

Keys to Work Inc. $ 1,090,650

Eastside Community Investments $ 584,210

Training Inc. $ 464,090

Seven contracts awarded $ 11,450,826

*1998-99 biennial budget years Source: Indiana Family and Social Services Administration

LANGUAGE: ENGLISH

LOAD-DATE: July 17, 1997

3RD STORY of Level 1 printed in FULL format.

Copyright 1996 IBJ Corporation
Indianapolis Business Journal

September 2, 1996

SECTION: OPINION; Editorial; Volume 17; Issue 24; Pg. 6A

LENGTH: 512 words

HEADLINE: Private sector can help reduce welfare roll

BODY:

Back in 1988, Congress passed legislation requiring states to develop programs to get people off welfare and into the work force. Seven years and a 43-percent increase in welfare recipients later, Indiana finally put its Partnership for Personal Responsibility program into effect. The program has been working: Indiana's welfare population is down 30 percent since 1994, the biggest drop in the country.

Now President Clinton has signed a new welfare reform bill, and states are responsible for getting most welfare recipients off public assistance within two years after they receive their first welfare check. State officials across the country are scurrying to implement plans.

Indiana is ahead of the pack, with a successful program already in place. But the game's going to get tougher now. The program has already helped those welfare recipients who were easiest to get into jobs--those who have skills, or a good work ethic or family situations that allowed for an uncomplicated transition. For many people still on Indiana's welfare rolls, the state's going to have to work harder to get them into jobs and keep them there.

But if any state can be successful at meeting the new federal limits, it should be Indiana. We've got one of the lowest unemployment rates in the country. Companies here need workers. In Indianapolis, every fast-food restaurant and retail store in town seems to have permanent "Help Wanted" signs in their windows. Some companies have decided not to open up shop here for fear they wouldn't be able to hire enough employees.

Moving those who are mentally and physically able off the welfare rolls and into the work force can give those companies the workers they need.

A 5-month-old, for-profit local job service has demonstrated that. Keys to Work Inc. hires recipients of welfare and Aid to Families with Dependent Children, then hires them out to local hotels and apartment complexes. Keys to Work pays the employees $ 6 an hour and charges the employers $ 9.95 an hour.

Keys to Work has a short track record, but it's an example of the opportunity welfare reform creates for the private sector. Companies get a new labor pool to draw from, and the job of putting people to work is in itself a business opportunity.

If the private sector can place welfare recipients into paying jobs and make a profit to boot, the state should certainly be able to do so without charging taxpayers too much for a new layer of bureaucracy.

Both Keys to Work and the state program also focus on follow-up services, an important element in making sure former welfare recipients stay in the work force. Follow-up services keep people on the job by helping to resolve such problems as obtaining affordable transportation and child care.

Indiana has a good start in getting people off welfare rolls and onto payrolls. Continuing this progress and meeting the new federal requirements will require the concerted efforts of state government, private employers and, of course, those who want to put their welfare days behind them.
*

quote:

LANGUAGE: ENGLISH

LOAD-DATE: September 3, 1996

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Copyright 1996 IBJ Corporation
Indianapolis Business Journal

August 26, 1996

SECTION: FOCUS; Education/Career Development; Volume 17; Issue 23; Pg. 15A

LENGTH: 1380 words

HEADLINE: Former hotel manager provides Keys to Work;
Business takes workers from welfare rolls

BYLINE: TAWN PARENT, SPECIAL TO IBJ

BODY:

When Gregg Keesling moved to Indianapolis from Jamaica earlier this year, he traded an exotic locale for a more meaningful job.

Keesling used to run hotels for a living. Now he puts welfare recipients to work as housekeepers and groundskeepers at other people's hotels.

Keesling in April founded Keys to Work Inc., which hires recipients of welfare and Aid to Families with Dependent Children, then hires them out to local hotels and apartment complexes.

After meeting with caseworkers at the Marion County Office of Family and Children, Keesling placed his first employees five weeks ago. "We haven't had a single person miss a day, which we're proud of," he said.

He aims to get 50 people certified by the American Hotel & Motel Association during his first year of operation. He has placed 11 employees so far, most of them at properties operated by Borns Management Corp.

"It's been wonderful," said Carol Traylor, general manager of Renaissance Tower Historic Inn, a Borns property that has hired three Keys to Work employees as housekeepers.

Renaissance Tower was having trouble finding employees and decided to give Keys to Work a shot, she said.

"[The housekeepers] seem to be very reliable, punctual and very hard workers. They aren't your average walk-in-off-the-street applicants," she said.

"I was delighted to have positions available to give welfare recipients an opportunity to work. I think the idea behind the program is wonderful," she added.

The idea for Keys to Work came to Keesling in Jamaica, as he watched his employees being lured away to the United States with promises of lucrative hotel positions.

Keesling suspected that there was plenty of available manpower in the United States, hidden in the welfare rolls.

So the native of Winchester came home to begin testing his hypothesis, and Keys to Work was born. His program is modeled after a program in Myrtle Beach, S.C., that was launched three years ago by a former associate of his from the hotel industry. That company certified 78 people in its first year.

Keesling, a past president of the Jamaica Hotel and Tourist Association, believes his timing is right. Federal welfare reform debuting this fall will send many welfare recipients looking for work, he predicts.

Unlike many placement agencies, Keys to Work, 754 N. Sherman Drive, hires employees outright, then contracts them out to other businesses. Keesling pays his employees $ 6 an hour, and charges hotels $ 9.95. The company receives no government funding.

Some employers have balked at paying that much for entry-level workers. But industry statistics indicate that low-level employees cost $ 13 to $ 20 an hour when the cost of recruiting and training is taken into account, Keesling said.

"We've had a tough sell," he said. "It takes a while to get employers to realize the benefit of it. Their first thought is, 'This is going to cost me more money.'"

But the local labor shortage will help many of them come around, Keesling believes. He estimated that local hotels run 2,000 employees short on any given day. Hotels try to fill those vacancies with temporary services and by working employees overtime.

To ensure adequate wages for his employees, Keesling will work only with establishments that commit to giving an employee 32 hours of work a week. He also encourages employers to sign a one-year contract.

One of the reasons Keesling decided to hire his employees rather than simply placing them is to make sure they keep a job once they find one. All employees receive two days of intensive training before going to work. They learn about the importance of being prompt and reliable as well as about the structure of a hotel staff.

Even more important than the training is the ongoing supervision they receive from Keesling's wife, Jannett, and his sister Gynnie, who work for Keys to Work as service managers, Keesling said. The service managers check in with each employee at the job site every day to make sure things are running smoothly.

Organizations that train and place employees often become frustrated because they invest a lot of energy in training people and finding jobs for them, only to have the same people come back through their doors two weeks later.

"There needs to be a lot of management," Keesling said. "These people can lack work ethic or can make bad judgment calls."

He cites a situation that arose with one of his employees earlier this month. The worker, a groundskeeper, accidentally broke a tool while he was edging flower beds. The supervisor became angry and ordered the employee to continue the job by hand.

When the Keys to Work service manager arrived on the scene, the employee and his coworkers were upset.

"They were ready to riot," Keesling said. The service manager told the employee that she agreed that the supervisor had been unfair, but encouraged the employee to do what his supervisor had asked him. Soon, the situation would resolve itself, she said.

The employee grudgingly returned to work. Soon, the general manager stopped by, asked the employee why he was picking grass by hand, and told the supervisor to give the groundskeeper the proper equipment.

"If [the employee] had been on the job site on his own, he would have had a run-in with the supervisor. He probably would have gotten fired," Keesling said. The employee also would have had a black mark on his record that might have made it more difficult for him to find another job.

Former welfare recipients are more likely than others to run into trouble at work, in part be-cause they often are the first people blamed when a tool disappears or a job isn't completed.

Keesling encourages his employees to become certified as laundry operators, buspeople or other positions within three months.

To be certified, workers must perform their job satisfactorily for an extended period, pass a written test, and receive the OK from their supervisor. Keys to Work will raise an employee's pay to $ 6.50 an hour once he or she becomes certified.

After certification, Keesling urges workers to think about climbing the next rung on the ladder, such as the front desk or floor supervisor. Keesling plans to "graduate" his employees to other employers within two years.

Former welfare and AFDC recipients receive a 90-day transportation allowance. Keys to Work tries to ensure that employees will continue to be able to get to work after that allowance runs out. Keesling plans to offer insurance coverage for employees after their one-year Medicaid coverage expires. He also assists his workers in locating affordable child care.

Keesling will accept anyone into his program, including those with criminal records, although he makes such information available to potential employers.

"We'll take anyone who has a desire to be in the industry," he said.

The state welcomes the arrival of new job placement companies, but it is too soon to judge the success of Keys to Work, said Ed Stattmann, spokesman for the Indiana Family and Social Services Administration.

Matra Crenshaw is already a fan. A 26-year-old former AFDC recipient, she now cleans rooms at Renaissance Tower.

"AFDC poses a locked trap. You need the proper key to unlock that," she said. "I had gotten out of the work force. Re-entering it was very hard without any backing or anyone to help prepare you."

Crenshaw had done some office work through temporary agencies, but had trouble adapting to so many different workplaces. She said she feels comfortable working for Keys to Work.

"Gregg and Gynnie and Jannett, they give you a lot of motivation. They keep you interested in the program and make you feel good about yourself and what you're doing," she said. "I didn't come in with my eyes closed. I was very well-informed."

She wants to become a certified housekeeper and eventually supervise others.

Keesling hopes to help other people like Crenshaw.

"I think it makes them better people," he said. He cited the example of an employee who recently made his first child support payment. Another employee is trying to get off Medicaid and food stamps and wants to move to a better neighborhood.

"We really are committed to this," he said. "It changes people's lives and makes them better citizens."
*

GRAPHIC: Photo, Gregg Keesling and Carol Traylor got together to place Matra Crenshaw (right) in a position at Renaissance Tower Historic Inn.

LANGUAGE: ENGLISH

LOAD-DATE: August 29, 1996

The Welfare to Work
P A R T N E R S H I P

FACSIMILE TRANSMITTAL SHEET

TO: Cynthia	FROM: Elisa Johnson
COMPANY: The White House	DATE:
FAX NUMBER: 456-7431	PHONE NUMBER: 202-955-3005 ext. 321
PHONE NUMBER:	FAX NUMBER: 202-637-9195
RE:	

☐ URGENT ☐ FOR REVIEW ☐ PLEASE COMMENT ☐ PLEASE REPLY ☐ PLEASE RECYCLE

NOTES/COMMENTS:

The Welfare to Work Partnership is a not for profit corporation organized under the laws of the District of Columbia.

1250 Connecticut Avenue, NW Suite 610 Washington, D.C. 20036 - 2603
Telephone 202 955 3005 Fax 202 637 9195 Email info@welfaretowork.org Web Site www.welfaretowork.org

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. fax	Elisa Johnson to Cynthia Rice re: Welfare to Work "Success Stories" Biographies (2 pages)	ca. January, 1998	P5, P6/b(6)

This marker identifies the original location of the withdrawn item listed above. For a complete list of items withdrawn from this folder, see the Withdrawal/Redaction Sheet at the front of the folder.

COLLECTION:
Clinton Presidential Records
Domestic Policy Council
Cynthia Rice (Subject Files)
OA/Box Number: 15427

FOLDER TITLE:
Budget-State of the Union Gallery [2]

rx3

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P1 National Security Classified Information [(a)(1) of the PRA]
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P3 Release would violate a Federal statute [(a)(3) of the PRA]
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P5 Release would disclose confidential advise between the President and his advisors, or between such advisors [a)(5) of the PRA]
P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.
PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).
RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

b(1) National security classified information [(b)(1) of the FOIA]
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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002. memo	Cynthia Rice to Katharine Button re: Welfare Recipients for State of the Union Gallery (1 page)	01/22/98	P5, P6/b(6)

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Cynthia A. Rice 01/15/98 03:56:16 PM

Record Type: Record

To: Maria Echaveste/WHO/EOP, Barbara D. Woolley/WHO/EOP, Cheryl M. Carter/WHO/EOP

cc: Paul J. Weinstein Jr./OPD/EOP
Subject: Welfare Recipient and SOU gallery

As you know, we are very excited about the idea of having someone in the gallery during the State of the Union who's moved from welfare to work in the past year. Paul said we should coordinate with you to find the right person. We see an advantage to having someone who is now an employee of a Welfare to Work Partnership company, since the President will be probably be praising them and issuing a new challenge to them in his speech. Thus, I've asked the Partnership for their recommendations, and it turns out they have been developing and vetting a list for themselves which they will share with us. I'll let you know what I find out.

Welfare Recipient and the State of the Union

What the President Could Say:

"And we have acted to apply our most fundamental values to perhaps our most stubborn social problem. In 1996, we ended a welfare system that had trapped generations of Americans in a cycle of dependency, and replaced it with a new system based on work and personal responsibility. Last year, from this podium, I challenged our nation to take the next step, and move two million more Americans off of welfare by the year 2000. Well I am pleased to report that we've met that goal two years ahead of schedule.

Think about what that means. Think of the children who now have working role models, and the families who now have the dignity of a paycheck instead of the indignity of a welfare check. We are joined here tonight by one family who last year made this momentous journey from welfare to work. [Name] represents millions of others like her who are now connected to mainstream America We salute them all. [Name] could you please stand?"

Candidates for the Gallery:

See attached profiles of Rashonda Spencer and Oteria Dowell. Both of whom moved from welfare to work in the past year. Both have a child care link -- one benefits from federal child care subsidies and the other is working as a teacher's aide at a child care facility while attending college (she hopes to run her own classroom someday).

In October 1994, Ms. Booker was offered the opportunity to complete a six-week training program for a computer programming company that would lead to a full-time job. By the beginning of 1995, she had a permanent position, was completely off of welfare and was self-sufficient.

Ms. Booker worked for a year but when it became apparent that she was going to have to move out of state in order to advance, she pursued other opportunities. She found a new position at A.G. Edwards and Sons in St. Louis and has been with the company ever since. Ms. Booker has already been promoted once and is currently a computer programmer.

Did you know that ninety-four percent of welfare mothers are age twenty or older?

Ms. Booker is a remarkable person not only because she has successfully moved from welfare to work, but because of the challenges she has overcome. Felicia Booker is blind. Her courage has allowed her to find a job that she truly enjoys and has enabled her to provide for herself and her family. Ms. Booker participated in The Welfare to Work Partnership's first city-to-city challenge in St. Louis, Missouri. Her six-year-old daughter watched the entire program. When Ms. Booker went home that night, an excited and proud daughter told her about how great it was to see her on TV sitting next to the President of the United States.

Rashonda Spencer

Rashonda Spencer is a 23-year-old single mother. Her son, James, is 8 years old. Rashonda has been on and off welfare for four years. She received her last welfare check in August and hopes to never receive another.

Did you know that seventy percent of welfare recipients have recent work experience?

Ms. Spencer has a degree in administrative assistance from Milwaukee Area Technical College and currently works as a data entry examiner for Blue Cross & Blue Shield United of Wisconsin.

Her normal hours of work are from 3 p.m. until 8 p.m. With her work schedule, child care could be a real problem. When she started her job at Blue Cross & Blue Shield, she applied for child care through the state. As it turned out, the woman who lives next door is a qualified child care provider and agreed to take care of her son. Wisconsin pays for child care so Ms. Spencer applied at the government agency and they approved her. The state now pays a portion of her son's child care.

When Ms. Spencer's son gets home at 3 p.m., he goes next door to the neighbor. She provides a meal, helps him with his homework, finds out how his day at school was. Ms. Spencer picks him up right after work and they spend time together before he goes to bed.

"I feel a great sense of pride because of my job, but the real reward comes when I hear my son say he wants to go to college and get a good job. And when he says he wants to be like his parents."

"I know that child care is an obstacle that many former welfare recipients like me face. I'm fortunate to have a good child care provider right next door. If child care was not provided by the state, the location of my child care provider would not be so convenient and I would not see my son as much."

JEANETTE TORO

Did you know that about half of all welfare families leave the rolls within the first year; 70 percent leave within the second year; and almost 90 percent leave within five years? The real trick for most families though is staying off welfare.

Jeanette Toro was 21 and receiving welfare when she decided to turn her life around. She had held one job – a retail position – but that did not last long.

The death of Ms. Toro's mother was the incentive she needed to change her attitude. Her mother had always pushed Ms. Toro to accomplish more. Finally, after her mom's death, Ms. Toro realized that there was more for her in the world than a welfare check. She enrolled in business education classes and was placed in a training program where she gained marketable skills and received her GED.

Ms. Toro's first job out of training was at Rehab Options in Bala Cynwyd, Pennsylvania. She interviewed with the executive vice president of the company for a part-time clerk position. He was so impressed with her enthusiasm and positive attitude that he hired her on the spot. Three days later, she was promoted to full-time. when?

Ms. Toro has been promoted again to medical billing associate solely responsible for the company's billing. Ms. Toro also recently received a certificate in medical billing. According to her supervisor, Ms. Toro is one of the most loyal workers in the company. At 26, Ms. Toro makes $13 an hour, owns two houses in a respectable neighborhood, and can afford many luxuries she could not afford with her welfare check.

"I've been very lucky. I take one day at a time and right now, enjoying my job and all the benefits that go along with being independent of welfare."

OTERIA DOWELL

Did you know that 58 percent of welfare recipients have a high school degree or better?

In February 1994, 30 year-old Oteria Dowell and her three children were forced to leave the apartment they called home. With no money in savings and no alternative place to live, Ms. Dowell, and her children moved into a public shelter and applied for welfare. Life at the shelter was difficult and she knew she had to make their stay there as brief as possible. Determined to get her life back on track, she began searching for work. She was unable to find a decent job to pay enough to get her family resettled. Ms. Dowell worked part-time at various fast-food establishments but it was not enough to get her out of the shelter and back on her own.

When her long and diligent job search continued to leave her without work, Ms. Dowell decided to attend STRIVE, a training program located in Boston a block away from the shelter. The program was rigorous and tough. She would come home and vow not to return, but each day she pushed herself to get up and go. "Nothing has helped me more," she states. The three-week program gave her confidence that she needed to get back into the work force and gave her the skills necessary for interviewing effectively. Two weeks after the program ended, Ms. Dowell was offered a position as a teacher's aide at a child care facility. Within the month, she and her children were finally able to move into their own apartment.

Ms. Dowell has been off of public assistance since May of this year and is happier than she has ever been. She is working full-time and attending the Urban College in Boston to continue her education. One day in the near future, she hopes to run her own classroom.

Section Two: Dispelling the Myths With Success

Everyone has a picture of a welfare family conjured up from news stories and anecdotal reports. However, the facts paint a different picture of the typical welfare recipient than common perceptions might suggest.

People who receive welfare benefits are no different than anyone who has required some assistance to make it through a bumpy period of life. The majority of welfare mothers actually have some work experience and a desire to join the labor market. What they don't have is a job. Many with work experience didn't remain in the labor market because they may have lost health care or child care benefits, or may have been faced with a broken down car and no money for repairs. Others simply lack the labor market connections of the know-how to break into the labor market that many working people take for granted.

Consider the following information provided by the Washington, D.C.-based Urban Institute:

- Seventy percent of welfare recipients have recent work experience.
- The real challenge for most recipients is not getting a job; it is keeping a job. Lack of child care, health care, and transportation make it tough for recipients to stay in the labor market.
- The typical welfare family is a single mother with two children.
- Welfare recipients are fairly evenly distributed among the major racial groups:
  - 37 percent African-American
  - 36 percent Caucasian
  - 21 percent Hispanic
- Fifty-eight percent of recipients have at least a high school degree:
  - 16 percent have some post-secondary education
  - 42 percent are high school graduates (or GED)

Following are four stories about women who have left welfare for work and how they have succeeded. One might find these stories exceptional, but, in fact, there are many thousands of women and men who have already successfully moved from welfare to work since the welfare law was signed. Each example also tells the story of an employer who gave someone a chance and ended up with a hard-working, loyal employee.

Felicia Booker

In 1991 when Felicia Booker had her first child, she found she had to turn to welfare to survive. Ms. Booker did not have the resources needed to provide for her and her daughter. She enrolled in training programs. However, none led to a permanent job. She continued receiving welfare until finally in the spring of 1994, Ms. Booker got "tired of sitting around the house and tired of not having enough money."

Ms. Booker actively pursued work. She called a local rehabilitation center to help her enter the work force. Ms. Booker also completed a refresher class to sharpen her computer programming skills.

In October 1994, Ms. Booker was offered the opportunity to complete a six-week training program for a computer programming company that would lead to a full-time job. By the beginning of 1995, she had a permanent position, was completely off of welfare and was self-sufficient.

Ms. Booker worked for a year but when it became apparent that she was going to have to move out of state in order to advance, she pursued other opportunities. She found a new position at A.G. Edwards and Sons in St. Louis and has been with the company ever since. Ms. Booker has already been promoted once and is currently a computer programmer.

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
003. memo	Cynthia Rice to Bruce Reed and Elena Kagan re: Welfare to Work "Success Stories" (1 page)	01/22/98	P5, P6/b(6)

This marker identifies the original location of the withdrawn item listed above. For a complete list of items withdrawn from this folder, see the Withdrawal/Redaction Sheet at the front of the folder.

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Clinton Presidential Records
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FOLDER TITLE:
Budget-State of the Union Gallery [2]

rx3

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
004. note	Notes and Biographies re: Welfare to Work "Success Stories" (4 pages)	ca. January, 1998	P6/b(6)

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The Welfare to Work Partnership
1250 Connecticut Avenue, NW • Sixth Floor
Washington, DC 20036
Phone 202-955-3005 • Fax 202-637-9195

Facsimile Cover Sheet

To: Cynthia Rice **Date: January 22, 1998**

Organization:

Fax: 456-7431

From: Lyn Hogan **Phone: 202-955-3005 x ~~313~~** 312

Number of pages, including cover: 3

Note: Success stories for the President's State of the Union Address.

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
005. fax	Lynn Hogan to Cynthia Rice re: Success Stories for the President's State of the Union Address (partial) (3 pages)	01/22/98	P5, P6/b(6)

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rx3

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P1 National Security Classified Information [(a)(1) of the PRA]
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P3 Release would violate a Federal statute [(a)(3) of the PRA]
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P5 Release would disclose confidential advise between the President and his advisors, or between such advisors [a)(5) of the PRA]
P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.
PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).
RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

b(1) National security classified information [(b)(1) of the FOIA]
b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

Sandra Bradford

Ms. Bradford began receiving AFDC 15 years ago at the age of 24 when she and her husband divorced. She needed assistance because her husband refused to pay child support for her kids. This was especially frustrating for her because her ex-husband had not disappeared; she gave the Social Services Department his address, social security number, etc., yet they failed to pursue the case.

She remained on welfare for the entire 15-year period until she found out the New York City Housing Authority offered part-time clerical positions, and job-training one day a week at the Wildcat Service Corporation. When she arrived at Wildcat she learned they offered better opportunities for self-improvement than the one the Housing Authority offered.

Sandra enrolled in the Wildcat Internship Program that Smith Barney, a subsidiary of the Travelers Group, had been participating in since 1995. It is a structured 16-week computer skills training program open to welfare mothers. Wildcat assesses the applicants' skills and admits all that qualify. After 16 weeks of classroom training, Smith Barney interviews individuals to participate in their 16-week internship program.

Sandra completed her training in June and qualified for the Smith Barney internship. As soon as her 16 weeks expired, they hired her on October 17th to work full-time as a customer service representative in their Limited Partnership Accounts Department. As a full-time employee she receives all Smith Barney fringe benefits, including quality health insurance. She has been off public assistance for an entire year and continues to get by without any help from her ex-husband.

Today her four children, ages 20, 19, 17, and 12, are extremely proud of their mother. Sandra, meanwhile, is happy to be a role model for other welfare mothers. She enjoys sharing her story because she feels private sector employment provides real independence. Therefore, she encourages people to find job-training through local community organizations and then move into private sector jobs.

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Melissa Deas [redacted]

Melissa Deas first started receiving assistance in 1987. At that time she was 18 years old and she had a one-year-old son.

Initially, Melissa went through job training programs and was hired at PhotoMat. She was on her way to becoming independent when she was laid-off. Discouraged, Melissa spent the next several years watching her friends' children while they were at work and sometimes went on interviews that never led to employment.

She began to feel slightly envious that all of her friends were working and she too wanted a job and the satisfaction that comes along with it. Melissa's caseworker suggested that she enroll in a job training program. She entered a job readiness and placement organization and, upon graduation, went on various job interviews. One of those was at T.J. Maxx.

Because of President Clinton's State of the Union address, and the subsequent formation of The Welfare to Work Partnership, **T.J. Maxx,** a subsidiary of the TJX retail companies, committed to the hiring welfare recipients. Chief Executive Officer, Ben Cammarata, joined The Partnership's Board of Directors and has already hired more than 955 employees from public assistance. These individuals were offered opportunities in retail, clerical, and distribution.

Melissa interviewed with T.J. Maxx on a Tuesday and was called for a job on Friday. She was hired on **May 5, 1997** and started her first day in the receiving department unloading trucks, tagging and hanging merchandise. The next day, she was moved up to the floor where she was trained to do markdowns. A few weeks later, Melissa was offered a position as the Department lead in the Domestics and Giftware Departments. Here she is responsible for keeping the department organized.

Melissa stopped receiving cash assistance in June. Her new job offers her health insurance, which she desperately needs as her son suffers from Muscular Dystrophy. She also is lucky to have a sister that assists her with childcare for her 11-year-old son.

Melissa is pleased with her position at T.J. Maxx. She believes she has a good job and that she is truly a success story.

Elaine Kinslow is a woman who has overcome difficulties and achieved security through hard work and dedication. As a teen-aged mom, Elaine graduated at the top of her high school class even though she had a newborn baby. She had dreams of going to college and becoming a veterinarian. However, the birth of more children forced her to quit college after one year and devote herself to supporting her family. She now has four children who have never received financial support from their father.

Over a period of 13 years, Elaine always maintained a job, but the low wages and high expenses of raising a family alone forced her back time and again to the public assistance rolls. Although she wanted to get out of the 'system,' she could never seem to make wages high enough to support the family on her own.

At one time, Elaine got a job at a factory making $9.00 an hour. She thought finally she would be financially stable. But, an injury caused her to be off her job for a year, and she was forced to go back into the assistance system.

Elaine registered with Keys to Work, a contracted service provider which assists clients leaving the public assistance system. She began working as a driver for PathFinder Transportation Service, making $6.25 per hour. PathFinder President Mark Stanley recognized Elaine's drive to succeed, and she became an extremely reliable employee. Because of her patient and caring nature, Elaine was placed in charge of driving customers from Little Red Door Cancer Agency. She excelled at this position, as she welcomed the opportunity to help people. — started in Feb. 1997.

Her dedication paid off when she became the Head Driver for Little Red Door, with responsibilities including scheduling, routing other drivers, data entry, and overseeing all Little Red Door operations. Today, Elaine is the Day Dispatcher for PathFinder Transportation, responsible for covering routes and dispatching all the drivers. PathFinder drivers take former public assistance clients to and from their jobs. Elaine essentially is now assisting other recipients getting off the 'system,' just as she's done.

With a new car, a new home and a new lease on life, Elaine now looks back and is thankful for the opportunity to be given a chance to prove herself, and to get back control of her life. She hopes other employers will give former recipients the same chance she was given, and she encourages welfare clients trying to leave the system by saying, "Stick it out; it's worth it!"