

**MATERIAL RELATED TO WORK AND
TRAINING PROVISIONS OF ADMINISTRATION
REVISION OF H.R. 16311**

PREPARED BY THE STAFF
OF THE
COMMITTEE ON FINANCE
UNITED STATES SENATE
RUSSELL B. LONG, *Chairman*

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CHART 1

THE WIN PROGRAM HAS NOT ACHIEVED OPTIMISTIC LABOR DEPARTMENT PROJECTIONS

When Congress was considering the establishment of a work and training program for welfare recipients in 1967, there was considerable debate over whether the program should be administered by the Department of Health, Education, and Welfare, or the Department of Labor. The Social Security Amendments of 1967 as passed by the House gave the administration of the Work Incentive Program to HEW, which at that time was already administering a training program for welfare recipients under Title V of the Economic Opportunity Act.

When the Department of Labor testified before the Committee on Finance, however, its estimates of the numbers of persons who could be trained and the speed with which the program could be implemented were significantly higher than those of HEW. The decision was subsequently made to place administration of the program under the Department of Labor.

The Department of Labor estimates to the House-Senate conferees in 1967 included a projection that in fiscal year 1970, the first full year of the WIN program, it would have 150,000 trainees. In 1969, the estimate to the Appropriations Committee of the number of trainees in 1970 was cut approximately in half--to a total of 77,000 trainees. The actual average number of trainees in 1970 was 42,000--less than one-third of the projection given the Congress when the program was established.

The estimate by the Department of Labor of the number of persons which it would expect to train in the first year of the Family Assistance Plan is 225,000. If the same ratio of projected enrollees to actual enrollees were to be repeated, an average of only 63,000 individuals would actually receive training in the first year.

The WIN Program Has Not Achieved Optimistic Labor Department Projections

NUMBER OF TRAINEES

First full year of WIN
program (Fiscal 1970)

First year of Family
Assistance Plan

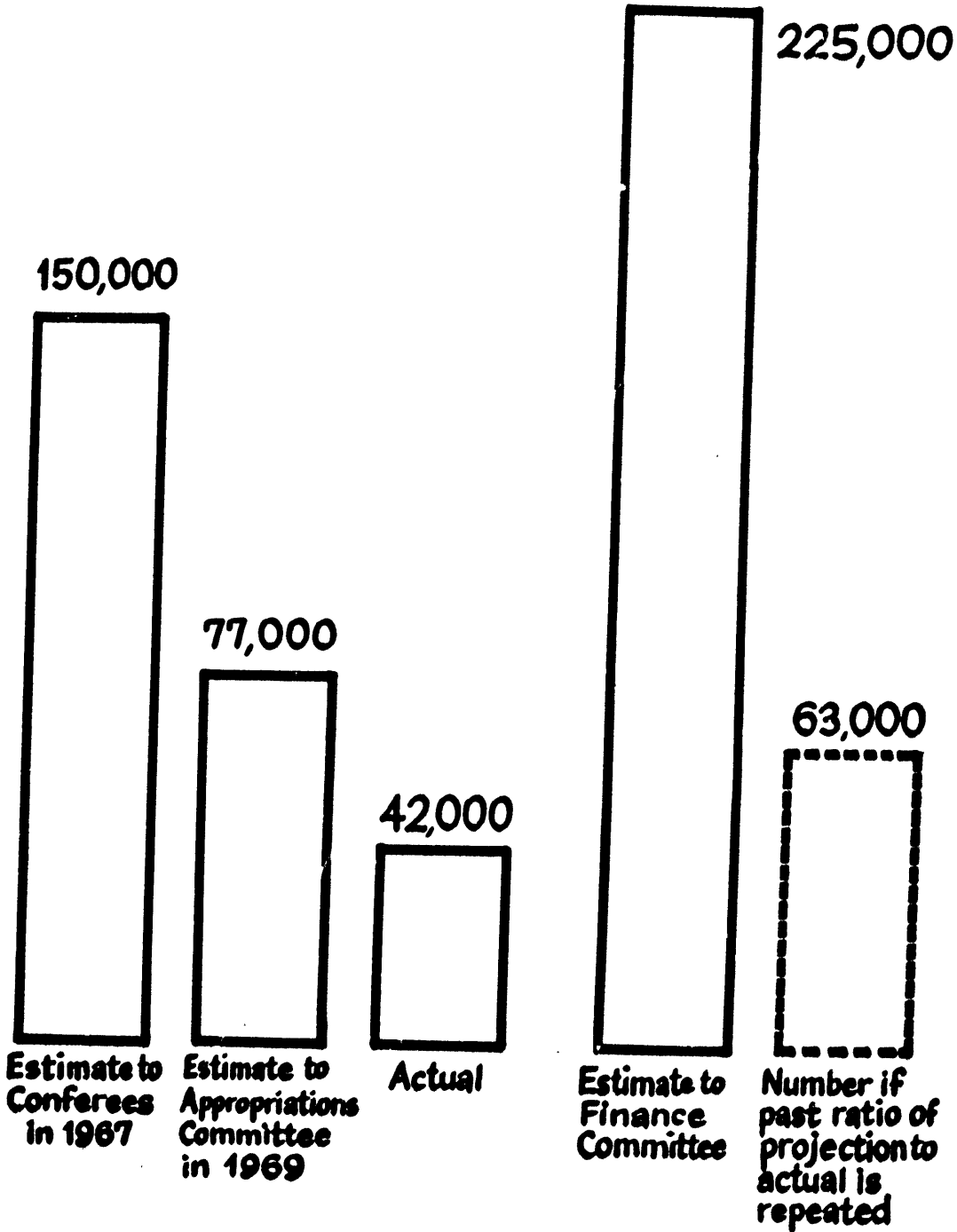


CHART 2

WHAT HAPPENED TO 330,000 AFDC RECIPIENTS FOUND APPROPRIATE FOR REFERRAL TO WIN

Under the Social Security Act, it is the responsibility of State welfare agencies to assess welfare recipients to determine whether they are appropriate for referral for work or training under the Work Incentive (WIN) Program. If an individual is found to be appropriate, he or she is then referred to the Department of Labor for enrollment in WIN.

However, as the chart opposite illustrates, nearly one-fourth of the 330,000 AFDC recipients found appropriate for referral in the first 21 months of the program in fact were never referred to WIN. One-third were referred by welfare agencies but were never enrolled in the program by the Department of Labor.

About 25 percent of those found appropriate were still enrolled in WIN on March 31, 1970; another 15 percent had been enrolled in WIN but had dropped out, with or without good cause.

Only 4 percent of those found appropriate were in jobs and had fully completed their employability plans under the WIN Program.

What Happened to 330,000 AFDC Recipients Found Appropriate for Referral to WIN

(Status as of March 31, 1970)

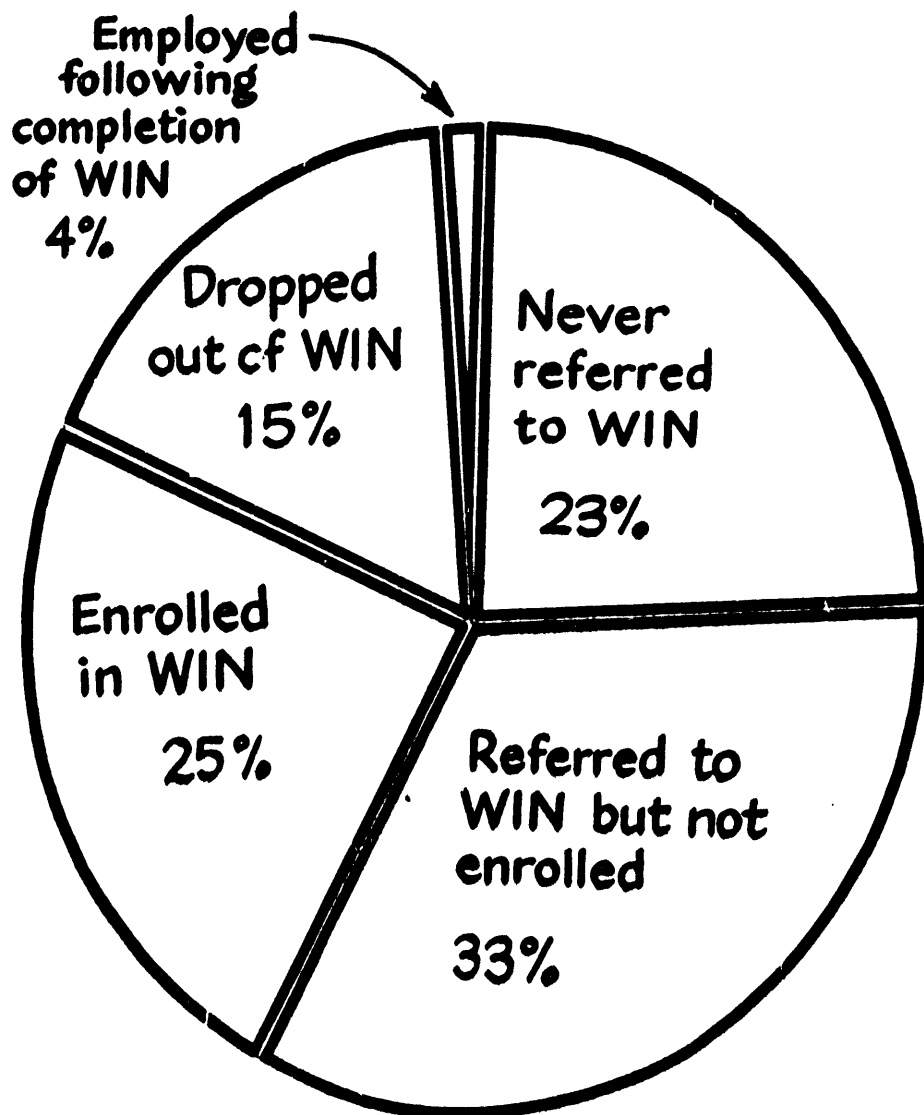


CHART 3

STATUS OF WIN ENROLLEES

This chart shows the status of the 83,200 enrollees in the Work Incentive Program as of March 31, 1970. 14,825 of these individuals were awaiting their assignment to their next training component, while 7,478 were awaiting their first assignment. Together, these groups constitute 27 percent of the enrollees and are in the "holding" category. Persons in this category are not actually receiving any training.

By far the largest group of those enrolled in WIN were engaged in institutional training, which is composed of pre-vocational educational training and institutional skill training. They receive general upgrading of their education, but this training is often not related to skills from which employment will flow. These groups constitute 57 percent of the enrollees.

On-the-job training constituted less than one percent of the March enrollment, with 536 individuals so placed.

Special work projects (public service employment) constitute about one percent of the enrollment, with 929 participants.

Finally, in a trial work or "follow-up" status there were approximately 12,000 WIN enrollees. These individuals were actually on jobs, but continued to be under the supervision of the WIN program, and supportive services were still supplied to these enrollees.

Status of WIN Enrollees

(As of March 31, 1970)

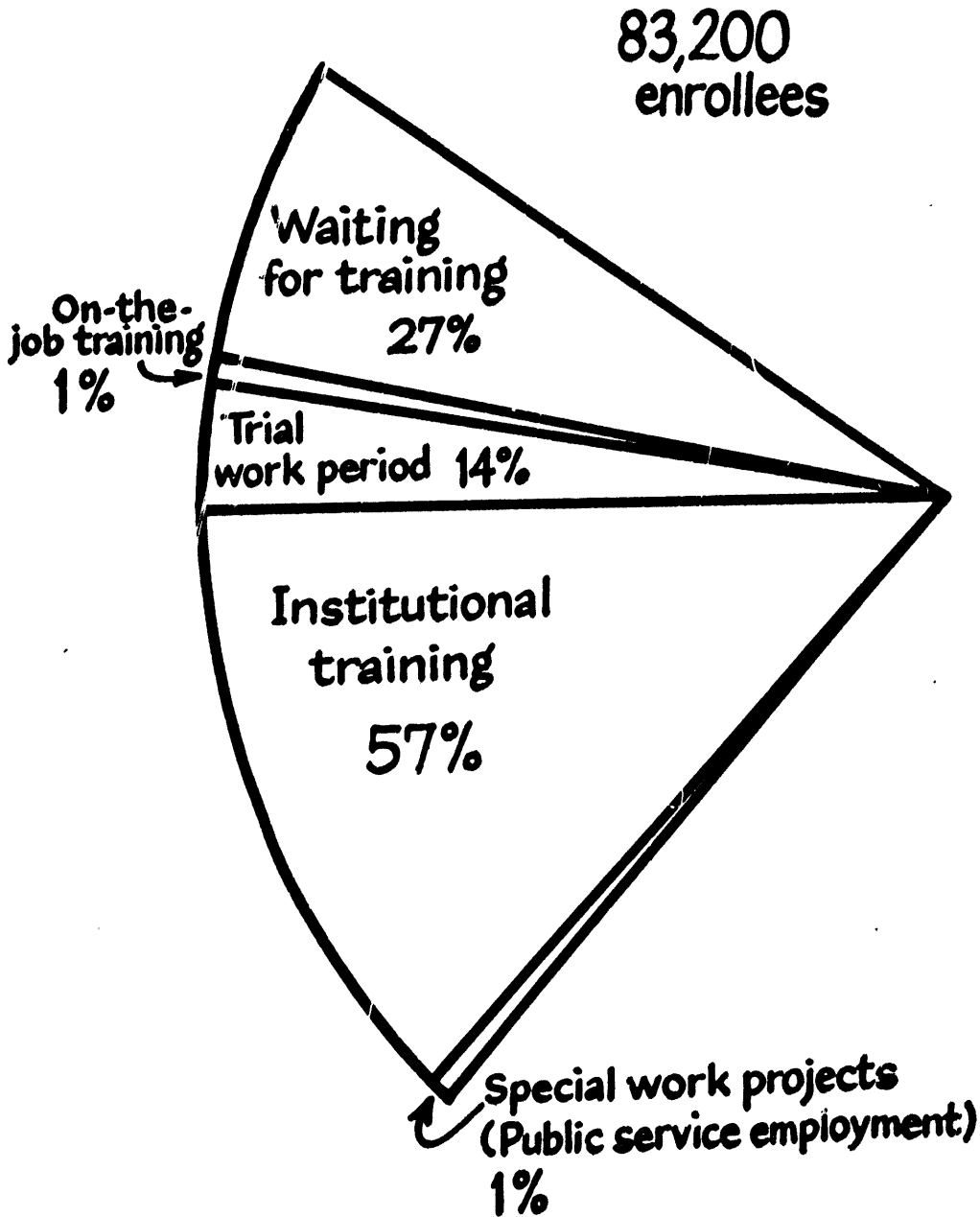


CHART 4

WIN DROPOUTS

The chart gives a breakdown of dropouts from the Work Incentive Program as of March 31, 1970.

Of the approximately 60,000 individuals who have terminated from the WIN program, 48,500 are dropouts. More than 12,000 of these dropouts were terminated without good cause, either refusing to continue in the program, being separated by administrative decision for misconduct, or else they could not be located.

The rest of the terminees are categorized as leaving the program with good cause, and are broken down in the following manner:

- illness or pregnancy, 9,200,
- moved from area, 5,200,
- child care not available, 4,700,
- other good causes, 17,200.

WIN Dropouts (As of March 31, 1970)

48,500
dropouts

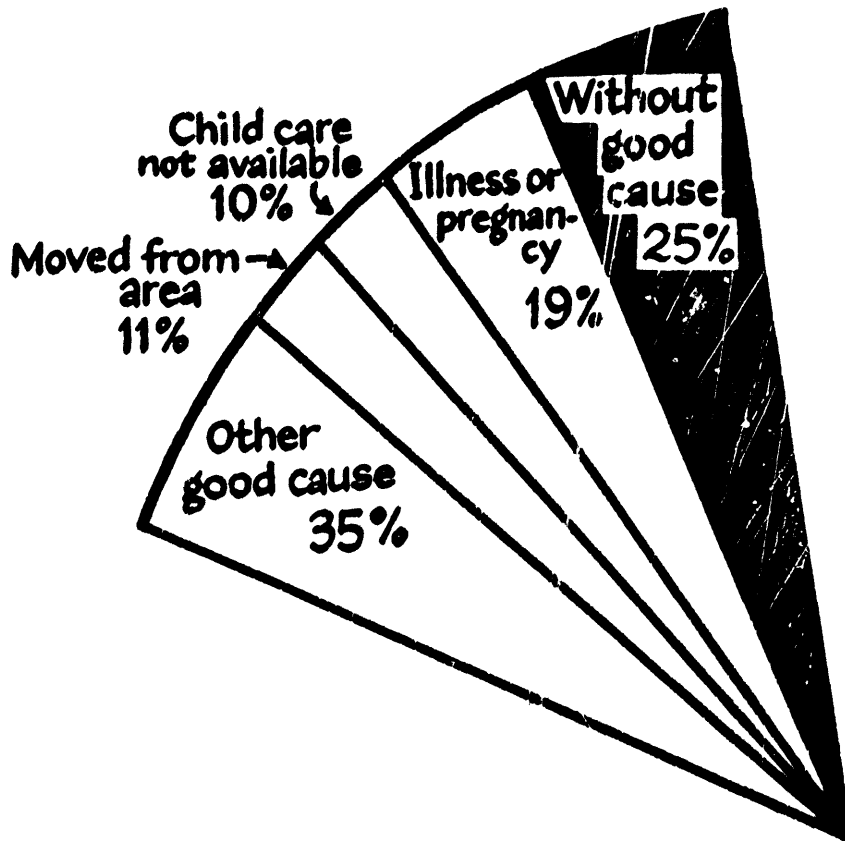


CHART 5

THE WIN PROGRAM HAS NOT KEPT PACE WITH INCREASES IN THE WELFARE ROLLS

Although the Work Incentive Program was created in the hope that it would be an effective tool in helping welfare recipients to achieve greater economic independence, it has in fact had very little impact on the welfare rolls.

As the chart opposite illustrates, in the period since the WIN program began operating, from July 1968 to March 1970, there was an increase in the number of families receiving AFDC of 641,000. The total number of families receiving AFDC in March of this year was 2,024,000.

During the first 21 months of the WIN program, welfare agencies determined that 330,000 fathers, mothers, and youths over age 16 receiving welfare were appropriate for referral for work or training. However, of those determined to be appropriate, only 254,000 were actually referred. And of those referred by welfare agencies only 145,000, less than one-half of those found appropriate, were enrolled in the Work Incentive Program by the Department of Labor. Finally, only 13,000 AFDC case closings in this time-span are attributable to employment or increased earnings following participation in WIN.

The WIN Program Has Not Kept Pace with Increases in the Welfare Rolls

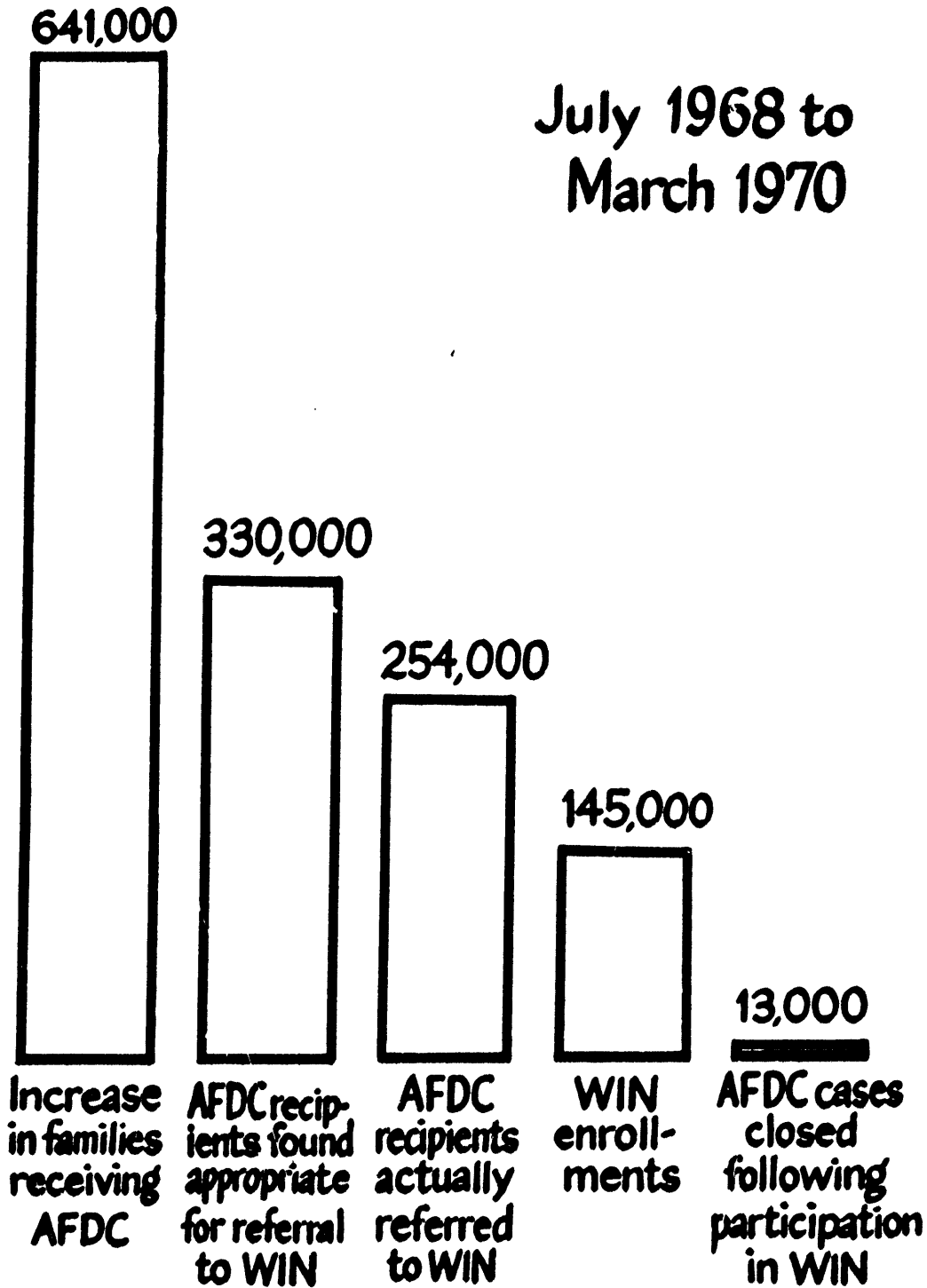


CHART 6

AFDC CASELOAD INCREASES AND TERMINATIONS FOLLOWING PARTICIPATION IN WIN, OCTOBER - DECEMBER 1969

As the chart on the opposite page illustrates, the States have been experiencing caseload increases in Aid to Families with Dependent Children which are far greater than the numbers of families leaving the welfare rolls after participating in the WIN program.

In the State of Arkansas, for example, there was an increase in AFDC families in the period October-December 1969 of 1000. Only three families, or 0.3 percent of the increased caseload, left the rolls after enrollment in WIN. In Connecticut, the increase in AFDC families was 800, with only 55 families, or 6.9 percent of the increase, leaving the rolls after WIN training.

A table showing the caseload increase and the numbers leaving the rolls in each State is included in the Appendix.

AFDC Caseload Increases and Terminations Following Participation in WIN, October-December 1969

Increase in AFDC families
 Families terminating AFDC after participation in the WIN program

1,000 Arkansas
 3 (0.3%)

800 Connecticut
 55 (6.9%)

200 Delaware
 2 (1.0%)

Georgia
 0 (0%) 5,000

400 Idaho
 3 (0.8%)

1,200 Iowa
 29 (2.4%)

Louisiana
 9 (0.4%) 2,600

1,800 Minnesota
 2 (0.1%)

Tennessee
 20 (1.0%) 2,200

400 Utah
 33 (8.3%)

Virginia
 4 (0.2%) 2,500

200 Wyoming
 6 (3.0%)

(Note: Arizona, Indiana, Nebraska, New Mexico and Oklahoma are not available)

CHART 7
REFUSAL TO PARTICIPATE IN WIN SELDOM
RESULTS IN LOSS OF WELFARE PAYMENTS

Such information as has been presented to the Committee indicates that few welfare recipients have lost their payments for failure to participate in the Work Incentive (WIN) Program. Although by April 30, 1970, 12,852 persons had dropped out of WIN without good cause, it appears that only a few hundred welfare cases had been terminated for failure to accept work or WIN training. Section 433(g) of the Social Security Act requires the Secretary of Labor to notify the State welfare agency whenever an individual referred to WIN refuses without good cause to participate in a project under WIN or accept employment. The welfare agency is required under the Social Security Act (Sec. 402(a)(19)(f)) to terminate the individual's share of the welfare payment and to make protective payments to the children in the family. A counseling period of 60 days is required before the payment may be cut off.

The chart shows information related to the first 18 months the program was effective, the latest period of time for which comparable data is available. Labor Department statistics show that during that period 8100 individuals had dropped out of the Work Incentive Program without good cause--they either refused to continue, could not be located, or were separated from the program by administrative decision (because of bad conduct or other reasons). Statistics from the Department of Health, Education, and Welfare show that during the same 18 months, 6100 persons had been referred back to the welfare agencies by the manpower agencies for refusal without good cause to accept work and training. Finally, such incomplete statistics as we have show that only about 200 cases were closed in the first 18 months because of refusal to participate.

Refusal to Participate in WIN Seldom Results in Loss of Welfare Payments

July 1968 to
December 1969

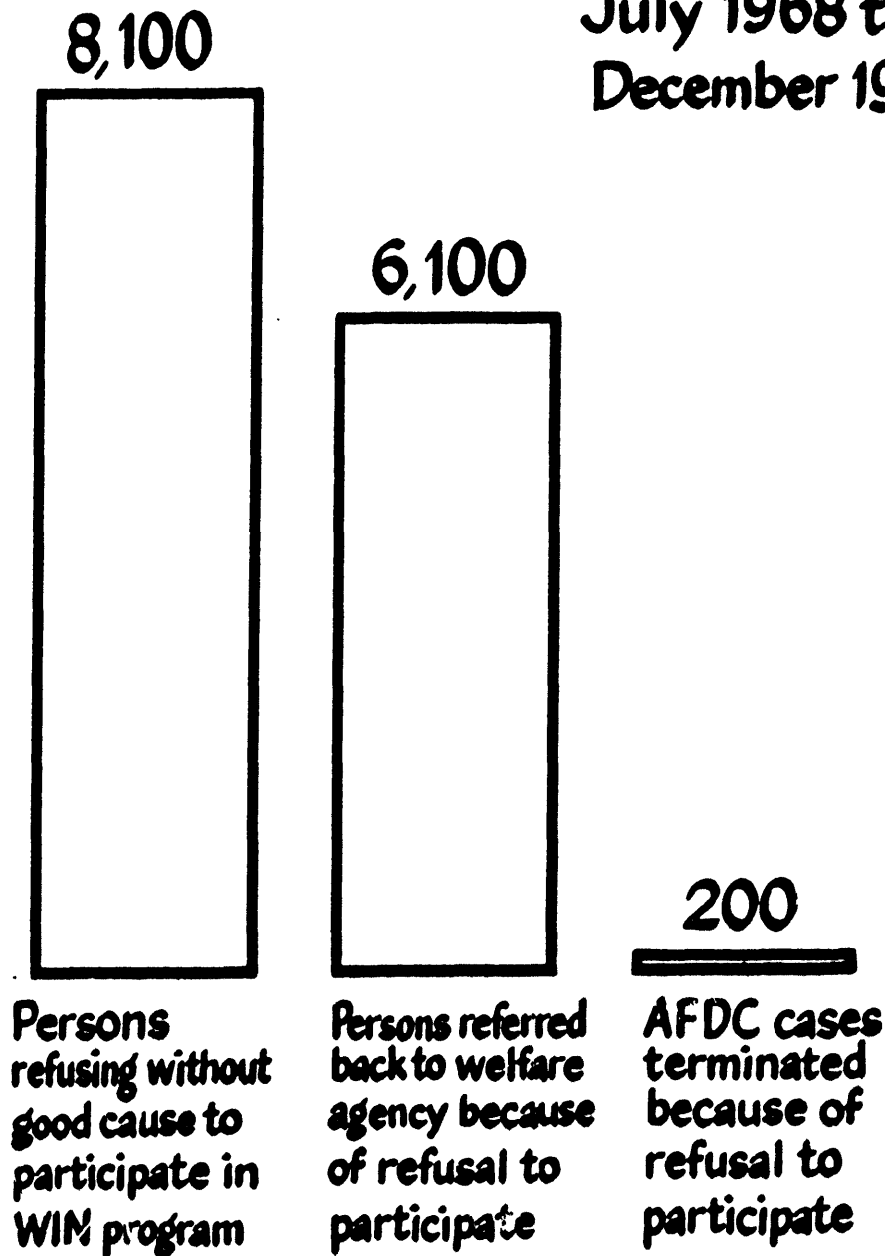


CHART 8

WIN PROBLEM AREAS

The following are some of the reasons for WIN's slow development and lack of promised impact.

Previous manpower training programs for welfare recipients (Community Work and Training and Work Experience) had been criticized for failure to incorporate substantial on-the-job training (OJT). At this stage of its development, the WIN program is subject to the same criticism. There are about 650 people on OJT. The bill puts great stress on getting more people into OJT and the bill provides for an additional source of financing for such training. The immediate problems, however, are more in arranging such training than in financing it since funds have been available but unused.

In designing the WIN program, the Committee on Finance recognized the need for special work projects for those people who were not suitable for training or who had completed their training and for whom no job could be found. Although required by law to be established in all States, only one State has implemented this provision in a substantial way. The Committee on Ways and Means emphasized special work projects but modified provisions which they believed have inhibited program growth.

There seems to be general agreement that lack of day care has had a great inhibiting effect on welfare mother participation in the program. The House bill removes responsibility for day care from the State welfare agencies and places it on the Federal government (HEW) with up to 100% Federal contribution. The Administration maintains that it will provide services for 300,000 school age and 150,000 pre-school children in the first full year of operation of the program at a cost of \$386 million (\$26 million of which would be for renovation and staff training.) This has been questioned in view of WIN's performance where, after a year and a half, only about 60,000 children are being cared for.

Lack of referral of trainable people by some State welfare agencies has been cited as one of the problems of WIN. New York, for instance, has referred only about 5 percent of the people it has assessed while California -- with a very similar welfare population -- has referred about a third of those assessed. Bureaucratic rivalry between welfare and employment agencies which has existed in previous training programs has been carried over to WIN in some States. This situation, compounded by some lack of coordination at the Federal level between the Departments of Labor and HEW, has reduced the effectiveness of the program.

The Auerbach Corporation, which studied the WIN program, concluded that:

"Lack of adequate transportation is a serious problem for many WIN projects; it affects the enrollees' ability both to participate in the program and to secure employment. In rural areas where WIN operates, many enrollees live miles from program facilities, and have neither cars nor access to public transportation. Even in large cities transportation poses problems, since sources of employment are increasingly locating on the suburban fringes of metropolitan areas, far from the neighborhoods where WIN participants live. It is now common to find situations, particularly in the East, where suburban jobs go begging while unemployment soars in the inner city."

The Ways and Means Committee also found that in some localities welfare mothers have great difficulty in transporting their children to distant day care facilities.

Lack of medical supportive services (physical examinations and the ability to remedy minor health problems) has been cited as a major problem by the Auerbach Corporation and in a survey of WIN projects which was conducted by the Ways and Means Committee.

As to lack of jobs, the Auerbach Corporation states:

"Although the WIN concept is built around jobs for welfare recipients, there has been little investigation of the labor market to determine exactly where and how jobs can be obtained, and how many jobs are actually available or likely to become available for WIN enrollees. Now that the program is underway, there is a growing feeling among local WIN staff that many participants, women in particular, will not obtain jobs in the already tightly restricted labor market existing in many communities."

In a period of rising unemployment and without an effective program of OJT, special work projects, and job development, the problems of jobs for trainees may become much more acute.

WIN Problem Areas

- Almost no on-the-job training
- Almost no special work projects
- Lack of day care
- In some States, lack of referrals from welfare agencies
- Lack of transportation to training, day care, jobs
- Lack of medical examinations and ability to correct medical problems
- Lack of jobs for trainees in tightening labor market

CHART 9

USE OF WIN APPROPRIATIONS FOR DAY CARE

For fiscal year 1969, the first year of the Work Incentive Program (WIN), the Congress appropriated \$25 million for child care, as part of the overall WIN appropriation. The Department of Health, Education, and Welfare actually used only \$4 million of this amount. This same pattern was repeated in 1970, when \$52 million was appropriated, but only \$18 million was used. In both years the Department has greatly overestimated both the amounts of money which it could effectively spend for WIN child care and the numbers of children who would be served.

Despite the availability of Federal funds for WIN child care, the lack of child care remains one of the major drawbacks to the success of the WIN program. According to Health, Education, and Welfare reports, significant numbers of welfare recipients are not referred to WIN solely because of the unavailability of child care.

Use of WIN Appropriations for Day Care

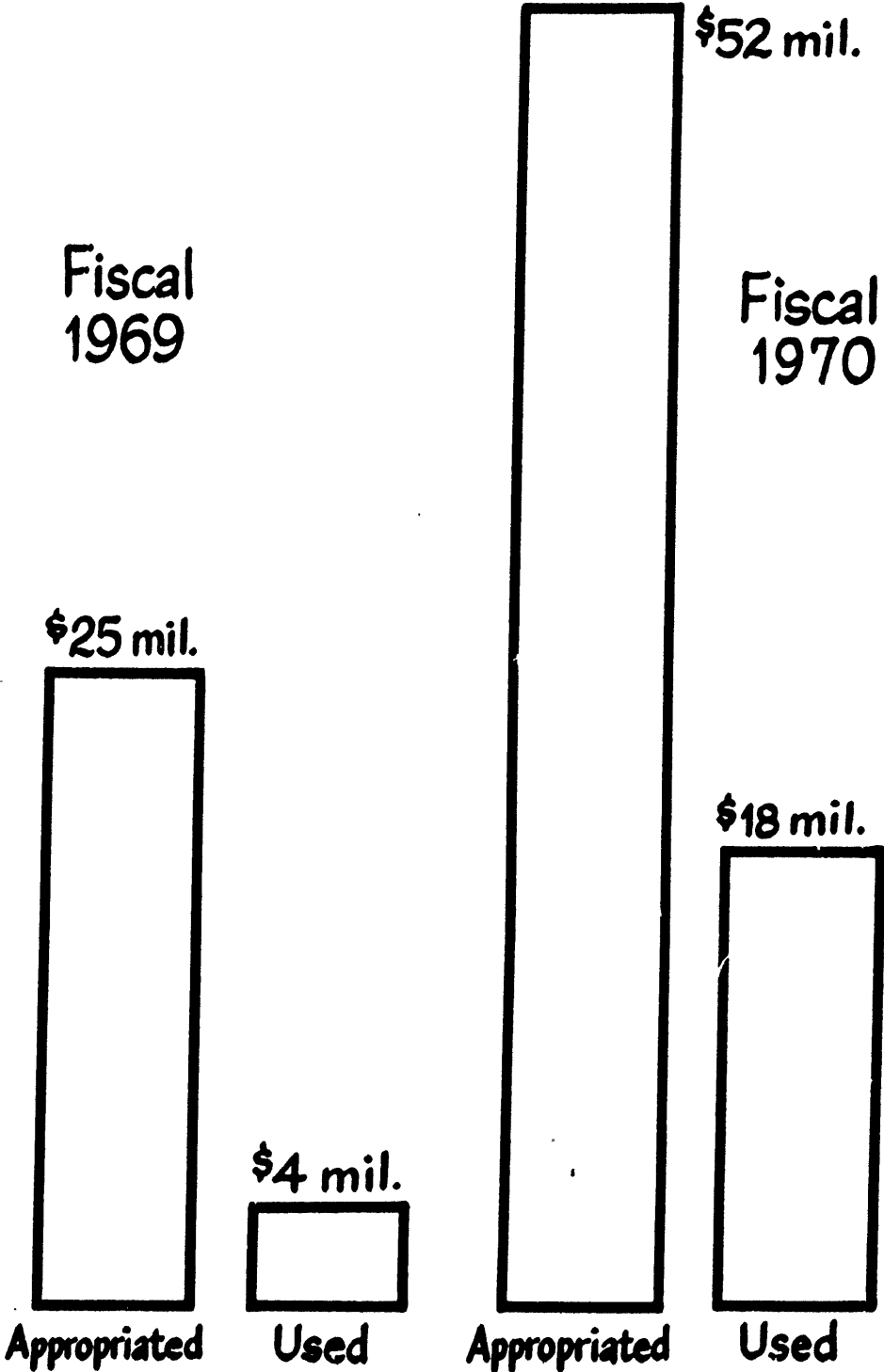


CHART 10

USE OF WIN APPROPRIATIONS FOR ON-THE-JOB TRAINING

On-the-job training has been developed to only a small fraction of what the Department of Labor originally envisioned. In fiscal year 1969, the average number of participants projected in the operating budget for the year was 15,300. The actual number for that year, however, was about 500. The following is an excerpt from the Department of Labor testimony regarding on-the-job training before the House Appropriations Committee in May of 1970:

"From a base of 269 enrollees at the beginning of the fiscal year 1970 the Department of Labor plans to have a minimum of 1,000 individuals enrolled in on-the-job training by June 30, 1970, for an approximate average enrollment of 600."

In April of 1970 there were 661 welfare recipients in on-the-job training and the average enrollment for the year was less than 500 out of a total average enrollment in the Work Incentive Program of about 75,000. The chart shows the amount appropriated for on-the-job training and the amount actually used, on a cost basis, in fiscal years 1969 and 1970.

Use of WIN Appropriations for On-the-Job Training

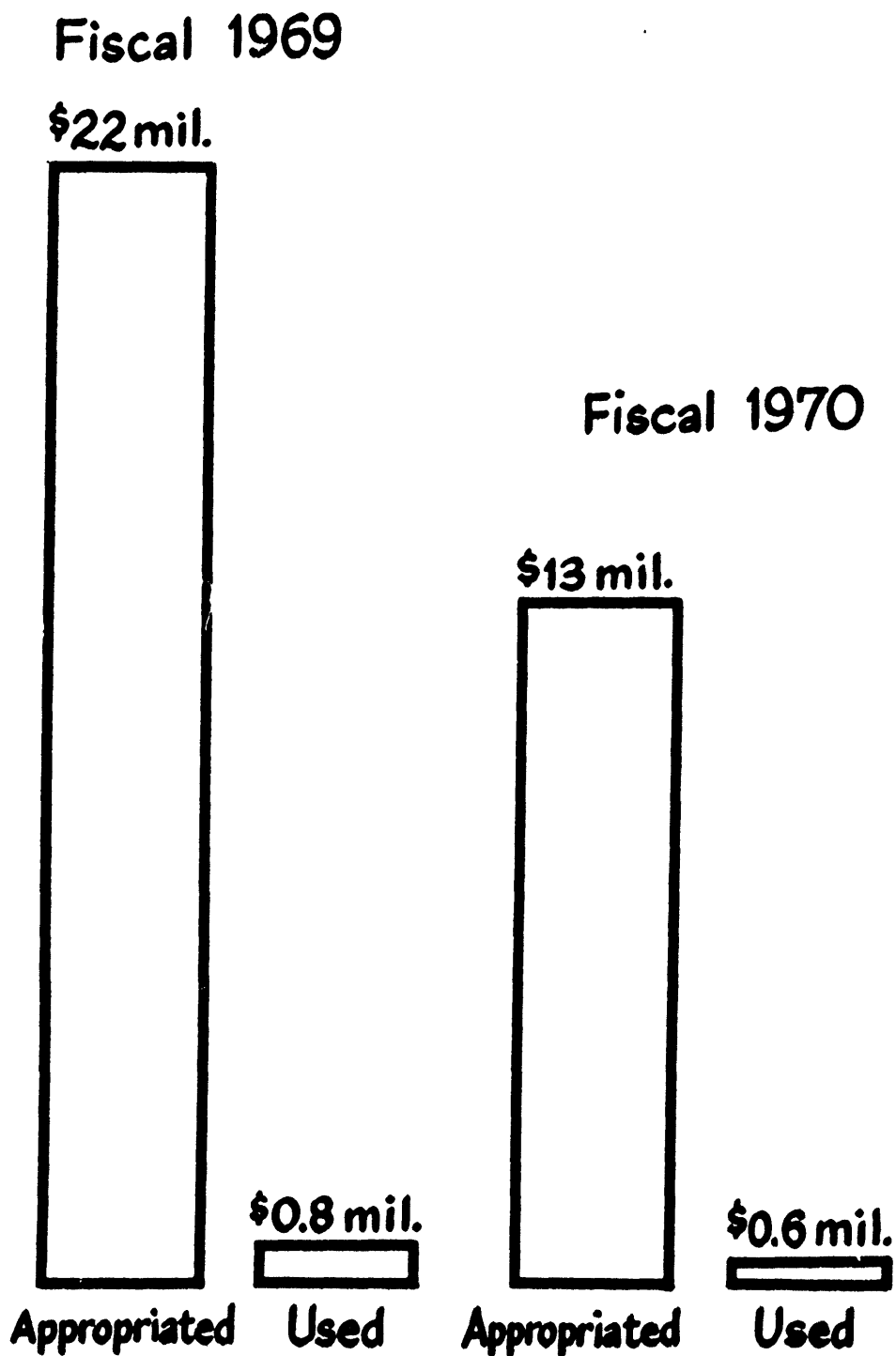


CHART 11

USE OF WIN APPROPRIATIONS FOR SPECIAL WORK PROJECTS

Under the Social Security Act, each State WIN program is required to have a special work project. To the end of quickly establishing these programs, Congress provided 100 percent Federal matching for the first year of the program. However, special work projects have only been substantially initiated in one jurisdiction -- the State of West Virginia. Forty-four jurisdictions have no programs at all, and five jurisdictions have token projects which only accommodate about 50 enrollees.

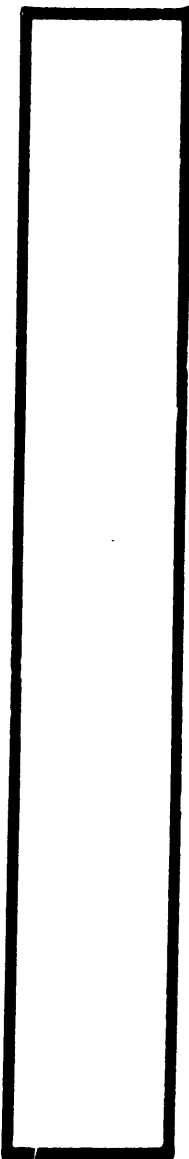
The chart shows the amount appropriated for special work projects, and the amount actually used (on a cost basis) in fiscal years 1969 and 1970. Before the House Appropriations Committee in May of this year, the Labor Department stated that it "anticipates that an average of 2,000 individuals at an estimated \$400 per participant will be provided supportive services, and \$800,000 is included in the estimates for this purpose. By June 30, 1970, enrollment level is expected to reach 4,000."

At the end of April 1970, however, only 986 persons were enrolled in special work projects, 926 of whom were in the State of West Virginia.

Use of WIN Appropriations for Special Work Projects (Public Service Employment)

Fiscal 1969

\$7.0 mil.



Appropriated

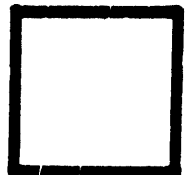
\$0.1 mil.



Used

Fiscal 1970

\$1.0 mil.



Appropriated

\$0.3 mil.



Used

CHART 12

USE OF WIN APPROPRIATIONS FOR INSTITUTIONAL TRAINING

In both fiscal year 1969 and 1970, the Department of Labor used only a small portion of the funds which it requested and which were appropriated by the Congress for use for on-the-job training and special work projects (public service employment). This same pattern prevailed for institutional training in fiscal year 1969, when only \$22 million of the \$59 million appropriated for this purpose was actually used. However, the Department of Labor has recently had greater success in developing institutional training components than it has had with OJT or special work projects. For fiscal year 1970, the Congress appropriated \$46 million for institutional training, but the Department re-programed its WIN allocations so that it was able to spend a larger amount, \$57 million for this kind of training. This was possible because of failure to use funds for training directly related to job opportunities.

Use of WIN Appropriations for Institutional Training

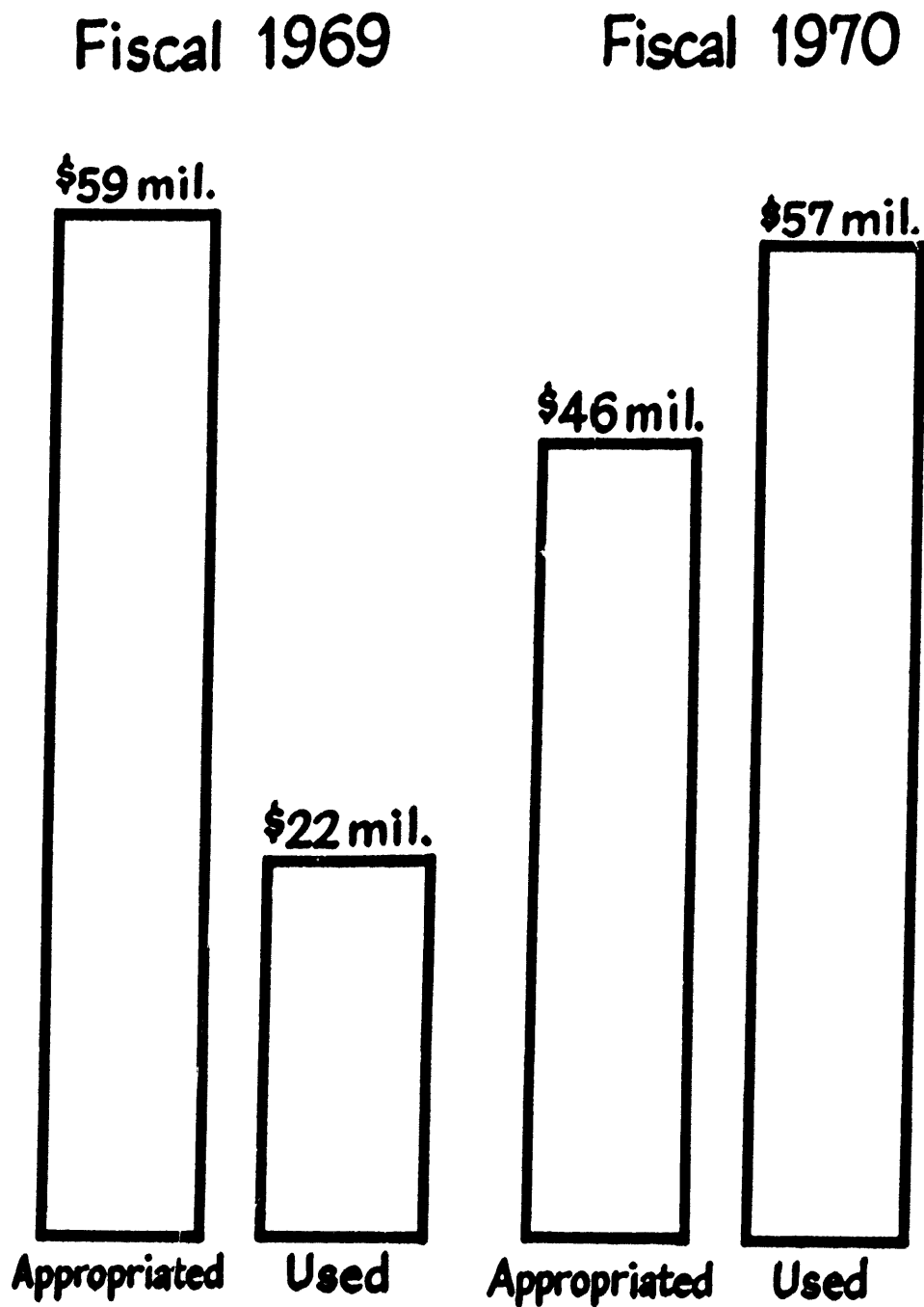


CHART 13

WORK INCENTIVE FEATURES

Under the present AFDC program State welfare agencies are required to refer to the Department of Labor all individuals whom they determine to be appropriate for employment or training. Federal law requires the States to exclude from referral (1) children under 16, or under 21 if they are attending school; (2) persons who are ill, disabled, or aged; and (3) persons who must care for another member of the household who is ill. Unemployed fathers must be referred within 30 days of receipt of assistance.

Regulations on State referral policies are issued by the Department of Health, Education, and Welfare. The law requires the Department of Labor to find employment for those who are referred, or to place them in a training program or in a special work project.

H. R. 16311 would require registration with the employment service of all individuals receiving assistance under FAP except (1) a child under 16, or 21 if attending school; (2) a person who cannot work because he is ill, disabled, or aged; (3) a person whose presence in the home is required to care for another member of the household who is ill or disabled; (4) the mother of a child under 6; (5) the mother in a family in which the father is registered. Under both present law and H. R. 16311, persons in excluded categories may volunteer for employment and training services.

The Department of Labor would be free to establish its own priorities in regard to those who are selected for employment or training services and the kind of services which would be provided for any individual.

In order to provide an incentive to work, present law requires the States to disregard the first \$30 a month of earnings, plus one-third of additional earnings, plus expenses of going to work (as determined by the States). H. R. 16311 provides for an earnings disregard of generally comparable impact.

Present law provides for a training allowance of up to \$30 a month. H. R. 16311 would provide for a training allowance of at least \$30 a month.

Under both present law and H. R. 16311 an individual refusing to participate would not be eligible to receive assistance payments. The other members of the family retain eligibility.

Work Incentive Features

Present law

- Person referred if State finds appropriate, unless
 - child under 16 (or under 21 attending school)
 - ill, disabled, or aged
 - caring for ill member of household

- Persons must be placed in employment, training, or work project

- State must disregard work expenses, \$30 of earnings plus 1/3 of additional earnings

- \$30 training allowance

- Payment stopped for refusal to participate

H.R. 16311

- Registration required unless person is
 - child under 16 (or under 21 attending school)
 - ill, disabled, or aged
 - caring for ill member of household
 - mother of child under 6
 - mother in family where father registers

- Left to discretion of Department of Labor

- Impact of disregard generally same as present law

- Training allowance at least \$30

- Same as present law

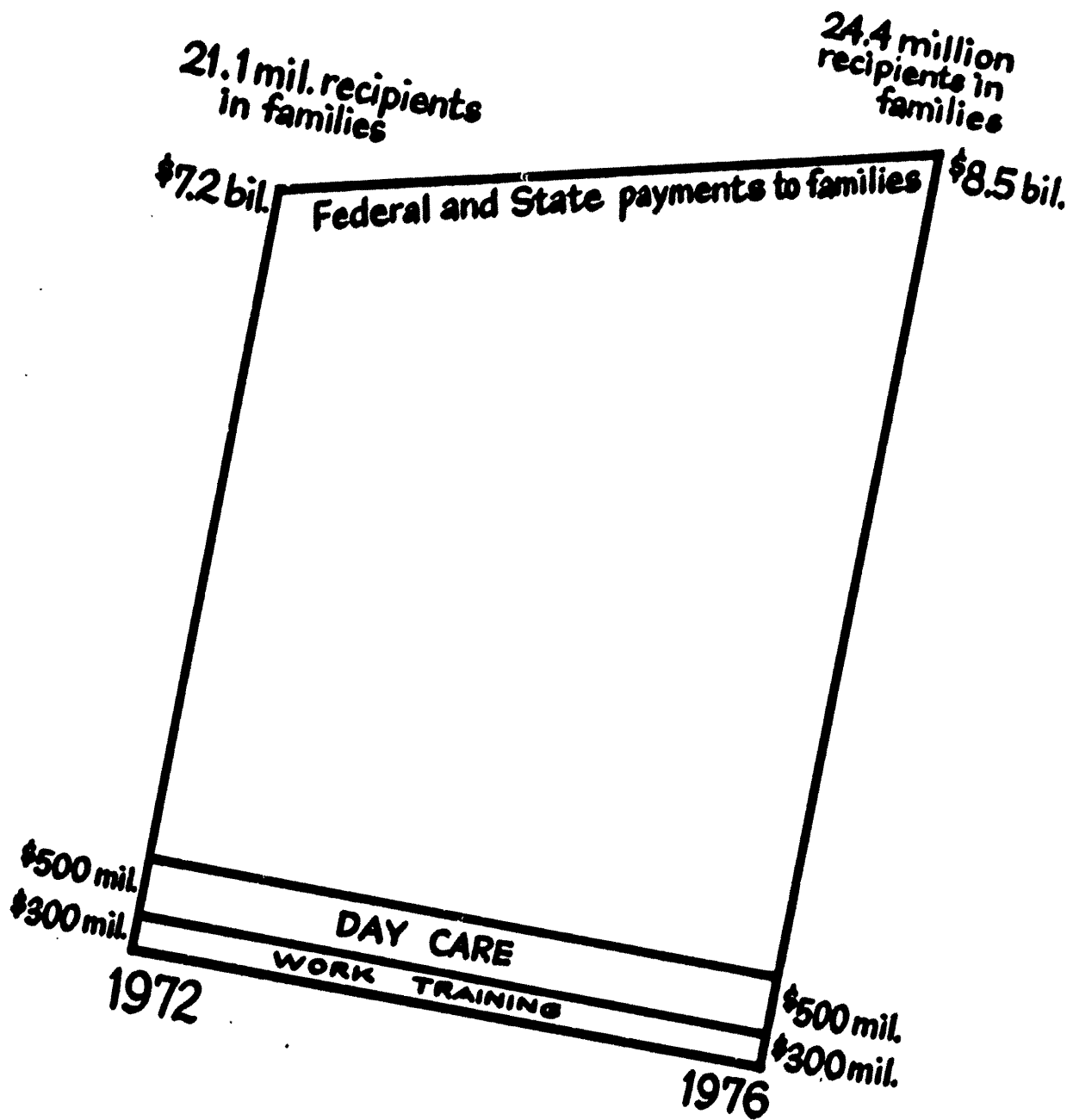
CHART 14

WELFARE ROLLS INCREASE UNDER H. R. 16311 WHILE TRAINING AND DAY CARE EFFORTS REMAIN CONSTANT

According to estimates of the Administration, the number of recipients of Family Assistance payments and of State supplementary payments would grow from about 21 million in 1972 to 24 million in 1976. (Aged, blind and disabled persons are not included in these totals.) Despite the increase in numbers of recipients, the Administration cost estimates project a constant expenditure each year for child care and training. The amount estimated for these purposes on an annual basis is \$600 million, of which \$386 million would be for child care. The Administration has estimated that in the first year of the Family Assistance Plan this amount would provide training for 225,000 individuals and child care for 450,000 children of parents in work or training.

It should be noted that although the Administration has projected training and day care costs based on a level continuation of the first year estimates for these programs, they have stated in a footnote to the cost tables that "decisions about program levels for training and day care in future years will greatly depend on program results in the preceding years."

Welfare Rolls Increase Under H.R. 16311 While Training and Day Care Efforts Remain Constant



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APPENDIX

Tables and Statistical Material

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TABLE 1

COMPARISON OF INCREASE IN AID TO FAMILIES WITH DEPENDENT
CHILDREN AND NUMBER OF WELFARE CASES CLOSED FOLLOWING
PARTICIPATION IN WORK INCENTIVE PROGRAM
OCTOBER-DECEMBER 1969

	Increase in families on AFDC Oct. - Dec. 1969	AFDC cases closed following participation in WIN, Oct. - Dec. 1969	Percentage
Total, U. S.	127,000	2,746	2.2 %
Alabama	2,200	13	0.6 %
Alaska	200	1	0.5 %
Arizona	700	NA	NA
Arkansas	1,000	3	0.3 %
California	24,000	1,073	4.5 %
Colorado	1,200	81	6.8 %
Connecticut	800	55	6.9 %
Delaware	200	2	1.0 %
District of Columbia	800	41	5.1 %
Florida	3,800	4	0.1 %
Georgia	5,000	-0-	0 %
Guam	20	NA	NA
Hawaii	400	NA	NA
Idaho	400	3	0.8 %
Illinois	2,500	75	3.0 %
Indiana	2,000	NA	NA
Iowa	1,200	29	2.4 %
Kansas	1,100	21	1.9 %
Kentucky	800	47	5.9 %
Louisiana	2,600	9	0.4 %
Maine	800	4	0.5 %
Maryland	1,900	-0-	NA
Massachusetts	6,600	9	0.1 %
Michigan	5,100	37	0.7 %
Minnesota	1,800	2	0.1 %
Mississippi	1,300	1	0.1 %

COMPARISON OF INCREASE IN AID TO FAMILIES WITH DEPENDENT
CHILDREN AND NUMBER OF WELFARE CASES CLOSED FOLLOWING
PARTICIPATION IN WORK INCENTIVE PROGRAM
OCTOBER-DECEMBER 1969 (cont.)

	Increase in families on AFDC Oct. - Dec. 1969	AFDC cases closed following participation in WIN, Oct. - Dec. 1969	Percentage
Missouri	2,500	41	1.6 %
Montana	300	2	0.7 %
Nebraska	400	NA	NA
Nevada	100	NA	NA
New Hampshire	200	NA	NA
New Jersey	8,900	58	0.7 %
New Mexico	1,000	NA	NA
New York	7,000	96	1.4 %
North Carolina	2,300	17	0.7 %
North Dakota	-0-	-0-	-0-
Ohio	3,400	337	9.9 %
Oklahoma	600	NA	NA
Oregon	3,500	6	0.2 %
Pennsylvania	5,400	137	2.5 %
Puerto Rico	2,400	93	3.8 %
Rhode Island	300	23	1.7 %
South Carolina	1,300	2	0.2 %
South Dakota	200	6	3.0 %
Tennessee	2,200	20	1.0 %
Texas	8,000	-0-	0 %
Utah	400	33	8.3 %
Vermont	-0-	12	--
Virgin Islands	30	NA	NA
Virginia	2,500	4	0.2 %
Washington	3,800	67	1.8 %
West Virginia	1,100	213	19.4 %
Wisconsin	- 400	63	--
Wyoming	200	6	3.0 %

(Note: The information was not available for the States
so indicated)

SOURCE: Department of Health, Education, and Welfare

TABLE 2

NUMBER OF WORK INCENTIVE PROGRAM ENROLLEES
IN ON-THE-JOB TRAINING OR IN SPECIAL WORK PROJECTS,
BY STATE, APRIL 1970

	Enrollees in On-the-Job Training	Enrollees in Special Work Projects
Total U. S.	661	976
Alabama	-0-	-0-
Alaska	-0-	-0-
Arizona	27	-0-
Arkansas	11	-0-
California	114	5
Colorado	2	-0-
Connecticut	10	-0-
Delaware	-0-	-0-
District of Columbia	-0-	-0-
Florida	3	1
Georgia	10	-0-
Hawaii	19	-0-
Idaho	-0-	-0-
Illinois	12	-0-
Indiana	-0-	-0-
Iowa	-0-	-0-
Kansas	-0-	-0-
Kentucky	-0-	-0-
Louisiana	24	-0-
Maine	11	-0-
Maryland	19	3
Massachusetts	7	-0-
Michigan	6	2
Minnesota	2	-0-
Mississippi	4	-0-
Missouri	-0-	-0-
Montana	9	-0-
Nebraska	-0-	-0-

**NUMBER OF WORK INCENTIVE PROGRAM ENROLLEES
IN ON-THE-JOB TRAINING OR IN SPECIAL WORK PROJECTS,
BY STATE, APRIL 1970 (Cont.)**

	<u>Enrollees in On-the-Job Training</u>	<u>Enrollees in Special Work Projects</u>
Nevada	-0-	-0-
New Hampshire	-0-	-0-
New Jersey	2	-0-
New Mexico	2	-0-
New York	29	-0-
North Carolina	-0-	-0-
North Dakota	-0-	-0-
Ohio	7	-0-
Oklahoma	5	-0-
Oregon	17	-0-
Pennsylvania	4	-0-
Rhode Island	-0-	-0-
South Carolina	-0-	-0-
South Dakota	10	-0-
Tennessee	6	-0-
Texas	3	-0-
Utah	1	-0-
Vermont	9	-0-
Virginia	2	-0-
Washington	6	-0-
West Virginia	203	926
Wisconsin	22	39
Wyoming	-0-	-0-
Puerto Rico	43	-0-
Virgin Islands	-0-	-0-
Guam	-0-	-0-

SOURCE: Department of Labor

TABLE 3

Number of States with mandatory referral 1/ of AFDC Recipients to Education, Training and/or Employment.

States	Is mandatory referral of appropriate recipients applicable to									
	(1) Work Incentive Program			(2) State manpower agency			(3) Other education and/or training including that provided by the State welfare agency			
	Yes	No	<u>2/</u> NS	Yes	No	<u>2/</u> NS	Yes	No	<u>2/</u> NS	No education and training plan
Unemployed fathers	17	9	11	13	14	10	7	14	9	7
Other fathers	17	17	3	16	19	2	11	15	3	8
Mothers *	<u>3/</u> 17	24	1	12	25	-	9	20	1	7
Youth 16 and over	31	4	2	14	20	3	10	17	3	7
Other	14	12	11	7	22	8	6	19	7	5

* 42 States reporting WIN mandatory referrals as of October 10, 1969
37 States reporting for all other items.

1/ Those recipients subject to sanctions if they refuse, without good cause, to participate in education, training, or take a job.

2/ Not stated.

3/ Arkansas, Florida, Georgia, Illinois, Indiana, Michigan, Mississippi, New Jersey, New York, North Carolina, Pennsylvania, South Carolina, Tennessee, Virginia, Washington, Guam and Puerto Rico.

Based on data from HEW

SOURCE:

U.S. Department of Labor
Manpower Administration
Office of Manpower Management Data
Systems - January 1970

TABLE 4

**AVERAGE HOURLY WAGES AND AVERAGE HOURS WORKED
PER WEEK OF WIN EMPLOYED TERMINEES, BY STATE ^{1/}**

	<u>Number of Reports with Wages</u>	<u>Average Hourly Wage</u>	<u>Number of Reports with Hours</u>	<u>Average Hours Per Week</u>
U. S. Total	5, 419	\$2. 30	5, 722	39. 7
Region I				
Connecticut	57	2. 19	57	38. 6
Maine	7	1. 80	6	37. 5
Massachusetts	35	1. 93	38	37. 1
New Hampshire	*	*	*	*
Rhode Island	25	2. 07	26	37. 0
Vermont	30	1. 82	32	38. 3
Region II				
New Jersey	187	2. 19	192	38. 0
New York	209	2. 46	222	38. 1
Puerto Rico	32	1. 31	32	39. 7
Virgin Islands	*	*	*	*
District of Columbia	165	2. 12	167	40. 0
Region III				
Delaware	*	*	*	*
Maryland	76	1. 95	89	39. 0
Pennsylvania	368	2. 35	390	39. 9
Virginia	4	1. 81	4	40. 0
West Virginia	661	2. 16	686	40. 0
Region IV				
Alabama	111	1. 74	111	39. 2
Florida	19	1. 83	20	39. 7
Georgia	2/		2/	
Kentucky	7	1. 71	8	37. 6
Mississippi	35	1. 37	35	37. 1
North Carolina	9	2. 10	9	36. 4
South Carolina	*	*	*	*
Tennessee	53	2. 03	64	39. 5
Region V				
Illinois	226	2. 45	229	39. 5
Indiana	*	*	*	*
Michigan	217	2. 32	233	39. 7
Minnesota	39	2. 35	39	39. 4
Ohio	225	2. 22	246	40. 0
Wisconsin	171	2. 58	177	40. 1

**AVERAGE HOURLY WAGES AND AVERAGE HOURS WORKED
PER WEEK OF WIN EMPLOYED TERMINEES, BY STATE 1/ (Cont.)**

	<u>Number of Reports with Wages</u>	<u>Average Hourly Wage</u>	<u>Number of Reports with Hours</u>	<u>Average Hours Per Week</u>
Region VI				
Arkansas	14	\$ 1.71	18	38.9
Louisiana	62	1.67	64	38.9
New Mexico	5	1.60	5	40.0
Oklahoma	*	*	*	*
Texas	5	1.94	20	40.0
Region VII				
Iowa	52	1.88	52	39.3
Kansas	84	2.00	85	39.2
Missouri	65	1.90	67	39.4
Nebraska	*	*	*	*
Region VIII				
Colorado	118	2.16	148	40.2
Montana	25	1.76	26	40.2
North Dakota	<u>2/</u>		<u>2/</u>	
South Dakota	*	*	5	40.0
Utah	7	2.22	7	42.3
Wyoming	19	1.72	20	39.4
Region IX				
Arizona	39	1.72	53	40.0
California	1,597	2.59	1,639	39.8
Guam	<u>2/</u>		<u>2/</u>	
Hawaii	<u>18</u>	2.71	<u>20</u>	40.0
Nevada	*	*	*	*
Region X				
Alaska	17	2.78	17	39.1
Idaho	<u>2/</u>	1.92	<u>2/</u>	
Oregon	<u>15</u>	2.36	<u>16</u>	41.0
Washington	228	2.38	260	39.4

1/ Based on reports received for January 1, 1969-March 31, 1970; reports tabulated as of June 12, 1970.

2/ Less than 4 reports

* Not available

Source: U. S. Department of Labor, Manpower Administration,
Office of Manpower Management Data System.

