

# Consumer Group Snapshot

## The Working Poor

Consumer Category:  
**Educational/Employment Limitations**



February 2007

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Given the realities of the modern economy, researchers are noting that the necessary educational trajectory is to focus on postsecondary education of some kind. The need to operate from this view is promoted as a long-term goal at each level of education: preschool, elementary school, and high school; in addition, it is the preferred outcome of remedial education for those who drop out of school or graduate without the necessary skills to succeed in the workplace. Currently in many states there are discussions to institute both universal preschool (including in Cuyahoga County where universal preschool for 3 to 4 year olds will be implemented over the next several years) and universal postsecondary education. It is no longer an option to assume less.

**DEFINITIONS**

*Working Poor:* Those who earn under 200 percent of poverty (\$41,300 for a family of four in 2007).

*Unemployed:* Each month the Bureau of Labor Statistics conducts a household survey to determine the number of unemployed persons. Persons are classified as unemployed if they do not have a job, have actively looked for work in the prior 4 weeks, and are currently available for work.

**THE CONSUMERS**

See Attachment 1: Family of Services & Attachment 2: Consumer Matrix

*Stage One: At Risk*  
(Estimated Number/Percent County Population)

**Persons at risk of being part of the working poor are those with the least education.** This especially includes:

- High school drop-outs;
- High school graduates without mastery of literacy skills;
- A recent report by the Ohio Board of Regents found that “there is substantial evidence that far too many of Ohio’s high school graduates do not have the knowledge and skills required for success in college or the workplace.<sup>1</sup> A few years ago, the Ohio Skill Gap Initiative—a study conducted jointly by the Ohio Business Roundtable, the Ohio Department of Education and ACT, Inc.—found that only one in seven Ohio high school graduates meets workplace expectations in reading and mathematics.
- High school graduates who are not going to college ;
- The same report by the Ohio Board of Regents found that “while Ohio’s high school graduation rate is somewhat higher than the national average, the percentage of Ohio high school graduates who go on to college is slightly lower than the national average.<sup>2</sup>
  - “National Center for Education Statistics data for 2000 show that 56.1 percent of Ohio high school graduates continued on to college compared with a national average of 56.7 percent.
  - “In the year 2002, 47 percent of Ohio’s citizens had completed some college compared to 53 percent for the nation.
  - “To bring the percentage of Ohioans who have completed any college up to the national average, 439,071 more Ohioans would have to enroll in some form of higher education.
  - “In the year 2002, Ohio ranked 40th among all states on the percentage of the state’s population who had completed a bachelor’s degree or higher – 21.9 percent vs. 25.9 percent for the nation. Only nine states had a lower baccalaureate

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attainment rate.”

In the report, “Measuring Up 2002: The State-by-State Report Card for Higher Education,”<sup>2</sup> Ohio received a grade of C+ on preparation for college—the same grade earned in the 2000 report. The report stated that “a very high proportion of Ohio’s young adults earn a high school diploma or a general education development (GED) diploma by age 24. Nearly half of Ohio’s high school students enroll in upper-level math, although the percentage enrolling in upper-level science is low. A very high proportion of 11<sup>th</sup> and 12<sup>th</sup> graders perform well on college entrance tests, but a very small proportion score well on advanced placements tests.

“Similar gaps exist for those entering college. As a result, Ohio’s colleges and universities continue to provide a large percentage of remedial work for students, particularly in mathematics and science. About 38 percent of Ohio high school students going into college will require remedial level work.”

*Stage Two: In Crisis*  
(Estimated Number/Percent County Population)

***Fewer low wage families advanced into the middle class during the 1990s compared to the 1970s.***

Statistics indicate that despite the economic prosperity of the 1980s and 1990s, the percentages of families in poverty during the first years of the 21<sup>st</sup> century are not appreciably different from those in the 1970s.<sup>3</sup> A study by the Boston Federal Reserve Bank also raises troubling questions about economic opportunities.<sup>4</sup> The 2002 report indicates that “during the 1990s, less than half of low-wage families advanced into the middle class, fewer than those that made the same transition in the 1970s. The report’s authors concluded, “These findings suggest that those who are concerned about the future for families at the lower rungs of the income ladder may have cause to worry.” Another study, published in 2004 by the Brookings Institution, followed all prime-age workers who earned less than \$12,000 annually between 1993 and 1995 to examine their economic mobility. The study found that only 27 percent consistently earned enough income six years later to lift a family of four out of poverty.<sup>5</sup>

***The working poor:***

Total Population in Cuyahoga County per the American Community Survey 2005: 1,305,166

- *Those with earnings under 200 percent of poverty are the working poor.* According to the American Community Survey, in 2005, an estimated 33.7 percent of individuals and their families (439,841) in Cuyahoga County had incomes below 200 percent of poverty.<sup>6</sup> This is the level considered to be a more realistic gauge of financial stress than the traditional poverty level and amounts to \$41,300 a year for a family of four in 2007. Within that group, there are several sub-groups:
  - *Those on public assistance.* In 2005, there were approximately 27,000 persons on Ohio Works First (OWF) in Cuyahoga County, or 2.1 percent of the total county population in 2005. According to a study by the Center for Urban Poverty and Social Change, approximately 36,000 persons left Aid to Families with Dependent Children (AFDC)/Temporary Assistance for Needy Families (TANF) between 2000 and 2005.<sup>7</sup> Eighty percent were employed, half above poverty level wages (2.2

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percent of county population). Twenty percent were not employed and not on public assistance (0.6 percent of county population).

- *An unknown number on Supplemental Security Income & Social Security; and*
- *Remaining persons not on public assistance.*

(See table below.)

**Cuyahoga County**

**The Working Poor & Their Families - 2004/2005**

	#	% County Population
OWF Recipients	27,000	2.1%
OWF Leavers - Employed/Below Poverty	14,800	1.1%
OWF Leavers - Employed/Above Poverty	14,800	1.1%
OWF Leavers - No Welfare/No Job	7,400	0.6%
Supplemental Security Income (SSI)/Social Security	N/A	N/A
Remaining Persons Under 200% Poverty	375,841	28.8%
<b>Total Working Poor &amp; Their Families</b>	<b>439,841</b>	<b>33.7%</b>
<b>TOTAL County Population</b>	<b>1,305,166</b>	

Source: OWF data is from Center for Urban Poverty and Social Change. Population data is from American Community Survey, 2005. Working poor is from Center for Community Solutions et al. December 2006. Poverty, Income & Employment: A Social Indicators Update

*Unemployed*

Some of the working poor are unemployed and seeking employment. The average civilian work force in 2006 in Cuyahoga County was 672,067; of those 35,933, 5.3 percent, were unemployed according to the Ohio Department of Job and Family Services.<sup>8</sup>

*Persons Not in the Labor Force* (U.S. Department of Labor)

The unemployed are considered to be in the labor force as long as they are actively seeking employment. However, there are those discouraged workers who drop out of the labor force and stop looking for a job. In 2005, there were more than 76.7 million persons not in the labor force nationally.

*Stage Three:*

Those who have become employed in jobs with adequate salaries and benefits.

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<p>Recently Stabilized (Estimated Number/ Percent County Population)</p>	
<p>Age by Generation</p>	<p>Affects all generations</p>
<p>Risk Factors</p>	<p>Individuals with the following characteristics tend to be hard to employ:</p> <ul style="list-style-type: none"> <li>• histories of domestic violence;</li> <li>• drug and/or alcohol abuse;</li> <li>• little or no work history;</li> <li>• criminal records;</li> <li>• very low self esteem;</li> <li>• housing problems;</li> <li>• mental illness;</li> <li>• chronic health problems;</li> <li>• a sick child or family member;</li> <li>• long-term receipt of welfare;</li> <li>• low basic skills/no high school diploma or GED;</li> <li>• learning disabilities;</li> <li>• limited English proficiency; and</li> <li>• lack of access to transportation.<sup>9</sup></li> </ul> <p>Per “Working Hard, Falling Short”:<sup>10</sup> The earnings gap between highly educated workers and those with less education and fewer skills is a “problem caused basically by our skill mix not keeping up with the technology that our capital stock requires.” It is a structural problem “that can be and must be addressed, because I think that it’s creating an increasing concentration of incomes in this country and, for a democratic society, that is not a very desirable thing to allow to happen” (Federal Reserve Chairman, Alan Greenspan, June 2004).</p>

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According to the report, some of the contributing factors to the income gap are:

- Low income workers are three times more likely to have not finished high school than those who earn more.
- There has been a decline of traditional well-paying jobs that provide reliable paths to the middle class for many workers.
- The conditions of working families are affected significantly by states' tax structures and investments in education, training, and child care.
- The world of work has changed drastically, but public policies have not kept up with the changes.

***Why don't more of Ohio's high school students go to college?<sup>1</sup>***

Analysis done by the Ohio Board of Regents noted previously suggests that many students with the potential to succeed in college do not participate in higher education for the following reasons:

- College is not affordable, or the student and the student's family believe, incorrectly, that a college education—even at a state community or technical college—is beyond the family's financial reach. This belief is not true.
- The student lacks adequate academic preparation to cope with the rigor of college.
- The student and the student's family do not have the aspiration to pursue education beyond high school.

Historic Trend Line

***Consistent with national trends, educational attainment for those 18+ in Cuyahoga County is increasing slightly or remaining flat at all levels:***

- According to the U.S. Census 2000, 19 percent of Cuyahoga County's population 18+ had less than high school education compared to 15 percent in American Community Survey 2005.
- 30 percent were high school graduates (including equivalency) in 2000 compared to 31 percent in 2005.
- 27 percent had some college or an Associate's degree in 2000 compared to 27 percent in 2005.
- 24 percent had bachelor's degrees or higher compared to 26 percent in 2005.

***Between 1990 and 2005, an estimated number of working families below 200 percent of poverty increased from 29 percent of the county's population to 33.7 percent.*** Note that in 2007, 200 percent of the poverty level for a family of four is \$41,300 a year. (See table below.)

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**Percent Population Below and Near Poverty, 1990-2005**

	<u>1990</u>	<u>2000</u>	<u>2005</u>
<b><u>Cuyahoga County</u></b>			
< 100% Poverty	14.0%	13.1%	16.9%
100-200% Poverty	15.4%	16.0%	16.8%
<b>TOTAL</b>	<b>29.4%</b>	<b>29.1%</b>	<b>33.7%</b>
<b><u>Cleveland</u></b>			
< 100% Poverty	28.7%	26.3%	32.4%
100-200% Poverty	22.4%	24.2%	25.2%
<b>TOTAL</b>	<b>51.1%</b>	<b>50.5%</b>	<b>57.6%</b>

Source: Center for Community Solutions, United Way of Greater Cleveland & Cleveland State University. December 2006. Poverty, Income and Employment: A Social Indicators Update

***Between 2000 and 2005, the number of persons in Cuyahoga County on ADC/TANF decreased from 64,035 to 26,958 persons*** according to the Center for Urban Poverty and Social Change.

***Cuyahoga County's civilian labor force has decreased, at the same time that the number of unemployed increased.***

The annual unemployment rate in Cuyahoga County has increased from an average of 4.4 percent in 1999 to an average of 5.3 percent in 2006. Between 1999 and 2006, Cuyahoga County's civilian labor force decreased by 30,433 persons: from 702,500 to 672,067. At the same time, the number of unemployed persons increased by 5,333: from 30,600 to 35,933 persons, respectively. However the number of unemployed has been decreasing since its high in 2003 (42,800).<sup>12</sup>

*Carnevale and Fry (2001) suggest that in the near term, we are undergoing an economic contraction and that national unemployment rates will increase.*<sup>13</sup> "There will be distress and dislocation, and we will require appropriate policy responses such as retraining, unemployment insurance, income transfers, and adjustment assistance to address declining incomes and employment."

*A recent study by the Federal Reserve projects a conservative 3 percentage-point decline over the next 10 years in the labor force participation rate – the percentage of people who are either working or looking for work.*<sup>14</sup> "Much of the decrease is driven by the retirement of the baby-boomers. For much of the past four decades, the participation rate has trended up, rising from less than 60

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percent in the early 1960s to more than 67 percent by the late 1990s. However, after having peaked at 67.3 percent in the first quarter of 2000, the labor force participation rate fell steadily to under 66 percent by early 2005 and has edged up only to just above 66 percent since then.”

***The gap between highest and lowest income groups continued to widen over the past three decades.<sup>15</sup>***

In most states, the gap between the highest-income families and poor and middle-income families grew significantly between the early 1980s and the early 2000s, according to a new study by the Center on Budget and Policy Priorities and the Economic Policy Institute. “This trend is in marked contrast to the broadly shared increases in prosperity between World War II and the 1970s.

“In addition, while income inequality declined following the bursting of the stock and high-tech bubbles in 2000 — both of which were quite costly to the highest-income families — early national-level data suggest that inequality began growing again in 2003. Incomes at the top have rebounded strongly from the stock market correction, while the negative effects of the recent recession on low- and moderate-income families have lasted longer than usual. Thus, it appears that the two-decade-long trend of worsening income inequality has resumed.

“In the United States as a whole, the poorest fifth of families had an average income of \$16,780 in the early 2000s, while the top fifth of families had an average income of \$122,150, or more than seven times as much.”

Influencing Factors  
Underlying Historic Trend  
Line (+/-)

***The rate of persons on public assistance has decreased consistently since 2000 as a result of welfare reform policy.***

***The large and growing income gaps in most states are primarily due to the growth in wage inequality (Bernstein et al, 2006).<sup>16</sup>***

“Wages at the bottom and middle of the wage scale have been stagnant or have grown only modestly for much of the last two decades. The wages of the very highest-paid employees, however, have grown significantly. Several factors have contributed to increasing wage inequality:

- long periods of high unemployment;
- globalization;
- the shrinkage of manufacturing jobs and the expansion of low-wage service jobs;
- immigration;
- the lower real value of the minimum wage; and
- fewer and weaker unions.

“These factors have led to an erosion of wages for workers with less than a college education, which make up approximately the

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lowest-earning 70 percent of the workforce. More recently, even those with a college education have experienced real wage declines, in part due to the bursting of the tech bubble in high-wage industries, but also due to the downward pressure on wage growth from offshore competition.

“Only in the latter part of the 1990s was there a modest improvement in this picture. Persistent low unemployment, an increase in the minimum wage, and rapid productivity growth fueled real wage gains at the bottom and middle of the income scale. Yet those few years of more broadly shared growth were not sufficient to counteract the two-decade-long pattern of growing inequality. Today, inequality between low- and high-income families and between middle- and high-income families is greater than it was either 20 years ago or ten years ago.

“The expansion of investment income (such as dividends, rent, interest, and capital gains) during the 1990s also contributed to increased income inequality, since investment income primarily accrues to those at the top of the income structure. The large increase in corporate profits during the recent economic recovery has also contributed to growing inequality by boosting the incomes of investors.

“Government policies—both what governments have done and what they have not done—have contributed to the increase in wage and income inequality over the past two decades in most states. For instance, deregulation and trade liberalization, the weakening of certain aspects of the social safety net, the lack of effective labor laws regulating the right to collective bargaining, and the declining real value of the minimum wage have all contributed to growing inequality. In addition, changes in federal, state and local tax structures and benefit programs have, in many cases, accelerated the trend toward growing inequality emerging from the labor market.”

Per the Center for Urban Poverty and Social Change:<sup>17</sup> “Even though the 1990s saw historically low unemployment rates and a long period of continued low unemployment, the strong economy of the 1990s did not result in significant growth in total employment in Cuyahoga County. In fact, the county has been in a long slow decline since the early 1970s. The implication is that future employment opportunities for welfare leavers (and the unemployed) are unlikely to come from new employment growth, but rather from employment turnover – job openings created when people leave the labor force, primarily through out-migration or retirement.”

According to the Ohio Department of Job and Family Services, historically three occupations in Cuyahoga County had the largest increase in number of employees between 2000 and 2004: educational services (19.7 percent increase), health care and social assistance (7.3 percent increase), and finance and insurance, 4.3 percent increase).<sup>18</sup> The first two have annual average wages below 200 percent federal poverty level for a family of 4.

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Life Trajectory	Training or education ⇒ Entry level employment with adequate salary and benefits ⇒ Job stability (retention) ⇒ Continuing education and training ⇒ Well-paying job with good salary and benefits and entry into the middle class
Consumer Impact Strategy	Ensure that the county has trained, well-educated workers to meet the needs of a rapidly changing economy, that people are treated equally across the county, and that there are fair wages and benefits for all employees.
Future Projection	<p>Per “Standards for What? The Economic Roots of K-16 Reform”:<sup>19</sup></p> <p><b><i>“The effects of the increasing value of skill are powerful whether the economy is growing or in a recession.</i></b></p> <p>In an expansion, rapid growth produces skill shortages and increased wages for skilled workers. For instance, in the 1980s, the demand for skilled workers increased, their wages increased accordingly, and the wage gap between skilled and unskilled workers began to grow. But if growth is sustained for long periods, as it was in the 1990s, the earnings of unskilled workers also can begin to rise as demand outpaces supply. In the mid-1990s, tight labor markets resulted in the wages of low-skilled workers finally beginning to rise, and the wage gap between the most and least skilled workers decreased—but only slightly.</p> <p><b><i>“While sustained growth can stabilize, or even slightly reduce, the divergence in earnings between skilled and unskilled workers, a recession has more pernicious effects.</i></b></p> <p>The combined effect of a slow-growing economy and increasing skill requirements creates a competitive pressure cooker fueled by educational attainment. The increasing value of skill encourages more schooling, adding even more competition for a growing number of highly skilled workers competing for scarce, high-paying jobs. But in periods of slow growth, the increase in skill requirements and competition creates a decrease in the kinds of jobs available to people at different education levels—post-graduates bump four-year graduates out of jobs, four-year graduates bump two-year graduates, and so on down the line. As a result, skill becomes an even greater prerequisite for obtaining a good-paying job.”</p> <p><b><i>The Ohio Department of Job and Family (ODJFS) projects that there will be 86,700 more jobs for the Cleveland-Elyria-Mentor MSA in 2014 than in 2004, a 7.7 percent increase from 1,128,700 jobs to 1,215,400.</i></b><sup>20</sup></p> <p>Manufacturing is anticipated to decrease by 11.4 percent while the following increase: education and health services (18 percent); professional and business services (16 percent); leisure and hospitality (13.2 percent); construction (12.9 percent); government (8.3 percent); financial assistance (7.4 percent); trade, transportation, utilities (6.6 percent); other services (6.3 percent); and information (2.6 percent).</p> <p>ODJFS furthermore projects 14,934 annual job openings by educational and experience levels for the same period. Jobs must pay more than \$12.00 an hour and have more than 50 employees to be included in the analysis. It estimated that there would be 6,778 job openings for persons with on-the-job training earning at least \$12.00 an hour.<sup>21</sup> This amounts to approximately \$25,000</p>

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annually at 40 hours a week/52 weeks. Note that in 2007, the 100 percent poverty level for a family of four is \$20,650 a year.

**THE SAFETY NET:** Which of the 80 safety net core services are possibly used by consumer group at different stages?

*Stage One: At Risk*

**Supportive Services**

- Adult Basic Education
- English as a Second Language
- GED Instruction
- Child Care
- Child Care Resource & Referral
- Child Care Subsidies
- Clothing

*Stage Two: In Crisis*

**Primary Services**

- Employment Preparation
- Vocational Rehabilitation
- Disability Related Center Based Employment

**Supportive Services**

- Adult Basic Education
- Child Care
- Child Care Resource & Referral
- Child Care Subsidies
- Ex-Offender Services
- GED Instruction
- Literacy Instruction

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<p><i>Stage Three:</i> Recently Stabilized (Estimated Number/ Percent County Population)</p>	<p>Same as At Risk and In Crisis</p>
<p>Intended or Unintended Philosophy Underlying Service Delivery (i.e., assumptions about what will work)</p>	<p>According to the Workforce Alliance (2003), “in 1998, Congress passed the Workforce Investment Act (WIA) in an attempt to strengthen the nation's workforce development system by streamlining and coordinating the delivery of multiple employment, education and training programs. <sup>22</sup> WIA took full effect on July 1, 2000, replacing the Job Training Partnership Act (JTPA). The legislation placed a new emphasis on universal access to services, sequenced service delivery, inter-agency coordination, consumer choice, service provider accountability, and local planning. There are 3 underlying principles:</p> <p><b>“Universal Access and Coordination of Services</b>  “One of WIA's underlying principles is universal access. In theory, anyone requiring employment assistance should be able to access, in one place, information and services from the various federal agencies that help people to get jobs and advance in the labor market. The proposed focal points of the WIA system are One-Stop Career Centers through which a job-seeker would face ‘no wrong door’ in his or her search for the full range of available federally funded employment and training services.</p> <p><b>“Sequenced Service Delivery</b>  “WIA services are divided into three tiers: core, intensive and training. <i>Core services</i> are available to all job-seekers. These services include self-service access to job listings, information about careers and the local labor market, and limited staff assistance with job search activities. As stated in the law, individuals can only access intensive services when they have failed to obtain viable employment through core services (though how this ‘failure’ should be assessed was not defined in the statute). <i>Intensive services</i> include life-skills workshops, case management, and comprehensive assessments leading to the development of an individual employment plan. <i>Training services</i>, such as employer-linked programs and classroom-based skills training leading to a specific occupation, can only be accessed by individuals who have failed to obtain or maintain employment through core and intensive services.</p> <p>“Some local workforce areas and regional USDOL (U.S. Department of Labor) offices have interpreted WIA's framework of tiered services to be a ‘work first’ mandate, in which skills training is a last option, available only after other services have failed repeatedly to help someone secure a steady job. By contrast, other local areas have used an assessment process that moves</p>

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clients through the service tiers as quickly as possible, so those who can benefit from training are able to do, thereby improving their chances to find a decent job when they go out into the labor market.

**“Consumer Choice and Provider Accountability**

“In an attempt to increase consumer choice and training provider accountability, WIA stipulates that training services be funded primarily through vouchers, known as Individual Training Accounts (ITAs), rather than through the contract method that governments used under JTPA to purchase services from training providers. Individuals in need of training services are supposed to be given an ITA, which they can use to purchase services from any organization on their local Workforce Investment Board's (WIB's) ‘Eligible Training Provider’ list.”

What Works?

Per “Domestic Policy for a More Perfect Union”:<sup>23</sup>

***“To address growing income inequality, adopt multiple strategies from a menu of options.***

“Just as there is no single cause behind the widening income disparity, there is no magic bullet to reverse the trend. Rather, a multi-pronged approach will be needed to bring about shifts in income and wages. The available policy options can address three potential goals:

- “(1) to narrow the gap in income and wages;
- “(2) to raise the floor for the poor, without necessarily narrowing the gap; and
- “(3) to alleviate the negative effects of economic dislocation.”

“Traditional government tax and transfer policies that redistribute income from the upper to the lower ranks of the income scale can help address the first two goals. Stimulating more economic growth is most likely to achieve the second goal; and if all incomes grow with economic expansion, faster growth at the top may not be as alarming. Various labor market policies, such as raising the minimum wage, can also improve the absolute standard of living for the poor. Human capital investments, from early childhood programs to traditional K-12 education, can address all three goals delineated above. Other policies more relevant to the third goal alleviate the negative consequences of job loss or family breakup: making health insurance and pension benefits more portable, providing worker education and training, and enforcing child support payments more aggressively. All these policy options differ in the extent to which they promote either short-run or long-run changes in incomes or wages.”

Per “Working Hard, Falling Short”:<sup>24</sup>

“Study after study has documented the financial payoff that comes with encouraging low income working families to invest in post-secondary education. College education has always translated into higher average earnings. However, the difference between those who continue with post-secondary education and those who do not has grown more pronounced in the last quarter century.<sup>25</sup> The benefits of post-secondary education are significant particularly for workers whose parents did not go to college.<sup>26</sup>

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“In California, a recent study found that for welfare participants who attend community college, the more college they attend, the more they earn. Earnings increased for all recipients who attended college, even those who did not have a high school diploma before entering community college; the highest increase was for those in vocational training programs.<sup>27</sup>

“Not all workers would be well-served by postsecondary education, or in some cases even a high school credential. However, some job training programs have generally proven to be cost-effective in improving skills among the nation’s less educated workers.<sup>28</sup> Although program quality and results are uneven, studies have documented that these workers can increase their earnings by between 10 percent and 156 percent, compared with similar workers who do not go through training.<sup>29</sup> And the most successful welfare-to-work programs increase employment and earnings by combining employment-focused services with training and other post-secondary education.<sup>30</sup> A study of prisoners who participated in education and job training programs found their recidivism rate dropped by 29 percent and that they had higher earnings than non-participants.”<sup>31</sup>

The implementation of welfare reform and the Workforce Investment Act has helped thousands of low-income individuals join the workforce. However, many welfare leavers obtain jobs with low wages, lack of health benefits, and few opportunities for career advancement. As a result, helping those with jobs to stay employed and attain a family-supporting wage remains a key challenge for public agencies. Employer programs and policies play a critical role in job retention and advancement. The successful long-term placement of the employee at his/her job is largely dependent on the employer’s organizational practices. Involving employers in retention and advancement efforts can result in decreased costs for agencies as a result of fewer individuals returning to TANF and reusing job placement resources. Several employer policies and programs have been shown to be effective for increasing employee retention and promoting career advancement in general and for low-wage workers in particular. These include effective selection tools, meaningful work, opportunities to learn and grow, excellent supervision, compensation practices, and family-friendly benefits.<sup>32</sup>

**What Doesn’t Work**

In Michigan, the League for Human Services’ 2003 report, “Working for a Living in Michigan,” found that economic development efforts do a poor job of creating jobs with career paths and providing training targeted to low-wage workers.<sup>33</sup>

Per the Workforce Alliance:<sup>34</sup> “The Workforce Alliance affirms many of the principles that inspired WIA’s passage. There have been positive developments under WIA in some local areas, including expansions of publicly available information systems, increased access to the local workforce development planning process by a wider range of private-sector actors, and new performance expectations that, if effectively implemented, should reward local strategies that emphasize employment retention and advancement for workers. However, workforce development practitioners are concerned about several important areas in which WIA has not achieved its objectives, and in some cases has actually reduced opportunities for local workers to develop the skills demanded by local employers:

- Too little training is being provided.

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	<ul style="list-style-type: none"> <li>• Effective training providers are not participating in the system.</li> <li>• Training providers lack public supports for tracking worker performance.</li> <li>• Employers are frustrated with their role in the planning process. and</li> <li>• There is still not full coordination among agencies.”</li> </ul>
<p>Community-wide Strategies to Impact Life Trajectories</p>	<p>Per “Income Inequality Grew Across the Country over the Past Two Decades: Early Signs Suggest Inequality Now Growing Again After Brief Interruption”:<sup>35</sup></p> <p>“A significant amount of increasing income inequality results from economic forces that are largely outside the control of state policymakers. State policies, however, can mitigate the effects of these outside forces:</p> <ul style="list-style-type: none"> <li>• “Setting labor-market policies that affect income inequality:             <ul style="list-style-type: none"> <li>○ Rules governing the formation of unions;</li> <li>○ Design of the unemployment insurance systems (The share of jobless workers receiving these benefits is now lower than at the end of the 1970s as a result of federal and state cutbacks.);</li> <li>○ Establishment of state minimum wages;</li> <li>○ Strengthening their social safety nets. Suggested approaches:                 <ul style="list-style-type: none"> <li>◆ “Number of families receiving cash assistance has fallen significantly. While studies indicate that one-half to three-quarters of former welfare recipients are employed shortly after they leave the rolls, many families continue to face significant barriers to obtaining and keeping steady, well-paid work. These barriers are likely to retard income gains for the lowest-income fifth of families.</li> <li>◆ “For those families who continue to receive cash assistance, the value of these benefits has fallen in a number of states.</li> <li>◆ “Provide low-wage workers with supportive services such as transportation, child care, and health coverage.</li> <li>◆ “Provide intensive case management and other services to help current and former welfare recipients maintain their present employment, move into better jobs, or obtain the education and training needed for career advancement.</li> <li>◆ “Modify tax policies that influence the distribution of post-tax income. (The income inequality data in this report reflect the effects of federal taxes but not state taxes.) The overall effect of the federal income tax system is to narrow income inequalities (that is, the federal tax system is progressive), though the system has become less so over the past two decades as a result of changes such as those enacted in 2001. Nearly all state tax systems, in contrast, are regressive. Because states rely more on regressive sales taxes and user fees than on progressive income taxes, they take a larger percentage of income from low- and middle-income families than from the wealthy.”</li> </ul> </li> </ul> </li> </ul> <p>Recommendations per “Working Hard, Falling Short”:<sup>36</sup></p> <ul style="list-style-type: none"> <li>• Invest in education and training for working families.</li> </ul>

Consumer Group Snapshot

**CONSUMER GROUP: The working poor**

- Improve income, benefits and supports for low-income working families and increase the number of good jobs.
- Assess the conditions of America’s working families and government efforts on their behalf.
- Focus the nation’s attention on low-income working families.

Recommendations per “Moving Ahead in Ohio” from “Average isn’t Enough: Advancing Working Families to Create an Outstanding Ohio Economy:”<sup>37</sup>

- Focus state policies and programs on low-income working families.
- Build the education and skills of low-income working adults.
- Increase the income of low-wage working families.
- Mitigate hardships for low-income working families.

First Call for Help

Between 2000 and 2004, there were 2,916 requests for services for the working poor. Of these, 25 (1 percent) were unmet, meaning that there was no agency to which to refer callers. See Attachment 3: First Call for Help for more detail.

**RESOURCES**

Identified Resources 2003-04

<b>Identified Working Poor Revenues</b>		
<b>As of 5/11/06</b>		
	<b>Community</b>	<b>UW*</b>
Employment Preparation	\$23,860,024	\$1,047,250
Disability Related Center Based Employment (Sheltered Employment)	\$12,402,108	\$240,626
Vocational Rehabilitation	\$3,370,161	\$288,777
<b>Total</b>	<b>\$39,632,293</b>	<b>\$1,576,653</b>

\* UW revenues are included in community totals.

NOTE: This does not include all monies for this consumer group. See Attachment 4 for details and Attachment 5 for Revenue Checklist.

Government Resource Trend Line

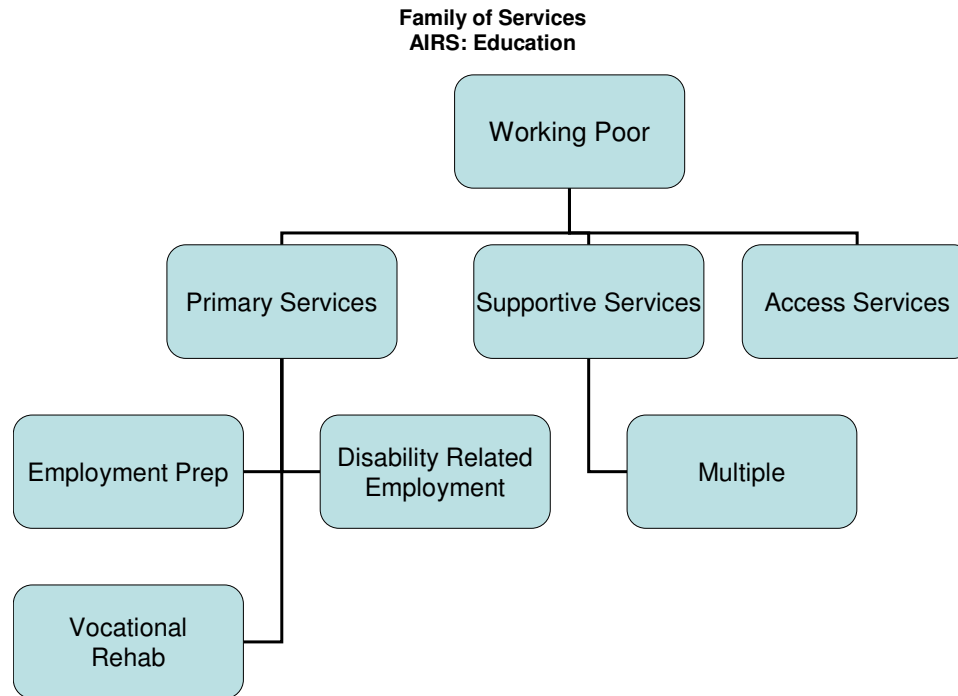
Mixed

**CONSUMER GROUP: The working poor**

<p>Future Direction of Government Funding</p>	<p><b>Highlights on Funding for Training Programs per The Workforce Alliance<sup>38</sup></b></p> <p><b>WORKFORCE INVESTMENT ACT</b></p> <p><b>Purpose:</b> “Congress passed the Workforce Investment Act (WIA) in 1998 to strengthen the nation's workforce development system, specifically by streamlining and coordinating the delivery of multiple employment, education, and training programs. (Public Law 105-220). Title I of WIA addresses the needs of job-seekers who are adults, dislocated workers, and youth.”</p> <p><b>State Agency with Jurisdiction:</b> Varies—state departments of labor, workforce development, and economic development.</p> <p><b>Federal Funding Trends:</b> “Federal funding for WIA programs has decreased over the last several years. WIA adult formula funding has declined 8.4 percent from \$945 million in FY02 to \$865.7 million in FY06. Dislocated worker formula funding has decreased by 3.2 percent, from \$1.233 billion in FY02 to \$1.193 billion in FY06. In addition, federal funding for state allotments under the Employment Service, which distributes unemployment insurance and other services to dislocated workers and is to be coordinated with WIA programs, decreased by 9.2 percent, from \$796.7 million in FY02 to \$723.1 million in FY06.”</p>
<p>Return on Investment</p>	<p>Per “Working Hard, Falling Short”:<sup>39</sup></p> <p>“The federal government does not adequately measure the return on its investment in low-income working families. Three significant federal programs administered by the states – TANF, the Workforce Investment Act (WIA) and Adult Education – do not measure participants’ earnings to see if they are advancing out of poverty or achieving economic self-sufficiency. The government fails to make data on the performance of federal programs readily available to the public, with the exception of the WIA Title I job training program. More broadly, the federal government has little data and information on the overall conditions of low-income working families, making it difficult to focus investments where they are most needed.”</p> <p>Employers of low-wage workers may face costs in employee retention and productivity associated with absenteeism, late attendance, work disruption, and high turnover. It has been estimated that, on average, it costs a company one-third of a new hire's annual salary to replace an employee. Therefore, at minimum wage, the cost to replace an employee is estimated at \$3,700. Work support programs therefore have the potential to save businesses money.<sup>40</sup></p> <p>Work supports can lower rates of return to welfare. Loprest found that families using transitional support services such as child care, health insurance, and help with expenses were less likely to return to welfare, though relatively few families took advantage of these supports.<sup>41</sup></p>

# ATTACHMENTS

## Attachment 1: Family of Services



Consumer Group Snapshot

Attachment 2: Consumer Matrix

CORE SERVICES	SUB-CONSUMER GROUPS	ESTIMATED PERSONS IN NEED			ESTIMATED UNIVERSE OF POSSIBLE CONSUMERS		
		Description	Number	% of Total Population Families Households	Description	Number	% of Total Population Families Households
Employment Preparation	Unemployed individuals age 16 and over. It is also important to note that there are two distinct groups of consumers for employment preparation programs: those lacking job experience and those with experience who are lacking a job.	Ohio Department of Job and Family Services, 2007	35,933	2.6% Population	The U.S. Department of Labor reported that in 2005, 88 percent of the nation's unemployed were job seekers and of those 18.3 percent had used a public employment agency as a method in their job search. Applying these percentages to Cuyahoga County's unemployed (35,933) results in 31,621 job seekers (88 percent of 35,933) of which 5,787 (18.3 percent) had used a public employment agency as a method in their job search. Including both realized (5,762) and unrealized access (25), the estimated universe of possible consumers for employment preparation programs is 5,787.	5,787	0.4% Population

Consumer Group Snapshot

Attachment 2: Consumer Matrix (continued)

CORE SERVICES	SUB-CONSUMER GROUPS	ESTIMATED PERSONS IN NEED			ESTIMATED UNIVERSE OF POSSIBLE CONSUMERS		
		Description	Number	% of Total Population Families Households	Description	Number	% of Total Population Families Households
Disability Related Employment	Individuals with moderate, severe, or profound disabilities 16-64 years who need programs for work opportunities in sheltered environments.	Typical consumers of Disability Related Center-based Employment are moderately, severely or profoundly retarded. Pelegano's (1992) estimates up to 25 percent of mentally retarded persons fall into these categories.	6,498	0.5% Population	Typical consumers are moderately, severely or profoundly retarded. Pelegano's (1992) estimates up to 25 percent of mentally retarded persons fall into these categories.	6,498	0.5% Population
Vocational Rehabilitation	Individuals ages 16-64 with employment-related disabilities.	U.S. Census SF4 (PCT76)	95,681	6.9% Population	According to the National Organization on Disabilities/Harris Surveys of Americans with Disabilities (2004), only 28 percent of Americans with disabilities aged 18 to 64 were working full or part time, compared to 68 percent of those without disabilities in this age category. However, of those with disabilities who were not working, 63 percent reported that they would prefer working. In 2000, 36,276 persons in Cuyahoga County with employment-related disabilities between 16 and 64 years were unemployed according to the U.S. Census. Sixty-three percent of that number is 22,854 persons who would prefer to work and are considered the estimated universe of possible consumers of vocational rehabilitation services. (36,276 x 63% = 22,854)	22,854	1.6% Population

Consumer Group Snapshot

Attachment 3: First Call for Help

The working poor											
CORE SERVICES	TOTAL REQUESTS					%Change*	MET				
	2000	2001	2002	2003	2004		2000	2001	2002	2003	2004
Disability Related Employment	16	14	17	20	24	50%	16	14	17	20	23
Employment Preparation	350	386	455	426	437	25%	348	383	451	418	432
Vocational Rehabilitation	96	117	177	169	212	121%	96	117	176	169	211
<b>Total</b>	<b>462</b>	<b>517</b>	<b>649</b>	<b>615</b>	<b>673</b>	<b>46%</b>	<b>460</b>	<b>514</b>	<b>644</b>	<b>607</b>	<b>666</b>

The working poor										
CORE SERVICES	UNMET					TOTALS 00-04			%	
	2000	2001	2002	2003	2004	Req.	Met	Unm.	Unmet	
Disability Related Employment	0	0	0	0	1	91	90	1	1%	
Employment Preparation	2	3	4	8	5	2,054	2,032	22	1%	
Vocational Rehabilitation	0	0	1	0	1	771	769	2	0%	
<b>Total</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>8</b>	<b>7</b>	<b>2,916</b>	<b>2,891</b>	<b>25</b>	<b>1%</b>	

Consumer Group Snapshot

Attachment 4: Revenue Tables

Disability Related Employment					
Revenues as of May 11, 2006					
Funder	Period	A		B	
		Identifiable Total Dollars Countywide		Total Dollars UW-Funded Agencies (Actual FY2004)	
		Amount	% of Total (A)	Amount	% of Total (B)
<b>Total - Contributions and dues (less UW designations)</b>			<b>0.00%</b>	<b>88,062</b>	<b>0.71%</b>
Murphy Foundation, The John P				25,000	
White Foundation, The Thomas H.				11,200	
Other Private Foundations - Not Elsewhere Classified				35,950	
Eaton Charitable Fund				15,000	
<b>Total - Foundations &amp; Trusts</b>		<b>0</b>	<b>0.00%</b>	<b>87,150</b>	<b>0.75%</b>
Board of Mental Retardation and Developmental Disabilities (169 Board)	2004	12,161,482			
Cuyahoga Metropolitan Housing Authority (CMHA)				19,322	
Justice Affairs				766,940	
<b>Subtotal Cuyahoga County Funding Sources</b>		<b>12,161,482</b>	<b>98.06%</b>	<b>786,262</b>	<b>6.80%</b>
Other Lorain County Funders - Not Elsewhere Classified				45,195	
<b>Subtotal Lorain County Funding Sources</b>		<b>0</b>	<b>0.00%</b>	<b>45,195</b>	<b>0.39%</b>
Department of Economic Development (includes City WIA)				6,755,110	
<b>Subtotal City of Cleveland Funding Sources</b>		<b>0</b>	<b>0.00%</b>	<b>6,755,110</b>	<b>58.45%</b>
All Other Funding - Not Elsewhere Classified				75,499	
<b>Subtotal Other Govt Funding Sources</b>		<b>0</b>	<b>0.00%</b>	<b>75,499</b>	<b>0.65%</b>
<b>Total - Contracts/grants from government organizations</b>		<b>12,161,482</b>	<b>98.06%</b>	<b>7,662,066</b>	<b>66.29%</b>
<b>Total - All Other Revenue</b>			<b>0.00%</b>	<b>3,480,000</b>	<b>28.06%</b>
<b>Subtotal Non - UWGrCle Support</b>		<b>12,161,482</b>	<b>98.06%</b>	<b>11,317,278</b>	<b>97.92%</b>
<b>Total - UWGrCle designations applied to program</b>		<b>7,775</b>	<b>0.06%</b>	<b>7,775</b>	<b>0.07%</b>
<b>Total - UWGrCle investment committee allocation</b>		<b>232,851</b>	<b>1.88%</b>	<b>232,851</b>	<b>2.01%</b>
<b>Subtotal UWGrCle Support - 4001, 4701 &amp; 4703</b>		<b>240,626</b>	<b>1.94%</b>	<b>240,626</b>	<b>2.08%</b>
<b>Total Support/Revenue</b>		<b>12,402,108</b>	<b>100%</b>	<b>11,557,904</b>	<b>100%</b>

Consumer Group Snapshot

Attachment 4: Revenue Tables (continued)

<b>Employment Preparation</b>					
<b>Revenues as of May 11, 2006</b>					
Funder	Period	A		B	
		Identifiable Total Dollars Countywide		Total Dollars UW-Funded Agencies (Actual FY2004)	
		Amount	% of Total (A)	Amount	% of Total (B)
<b>Total - Contributions and dues (less UW designations)</b>			<b>0.00%</b>	<b>21,504</b>	<b>0.29%</b>
Cleveland Foundation, The				150,000	
Deaconess Community Foundation				30,000	
Gund Foundation, The George				50,000	
Mt. Sinai Health Care Foundation, The				25,000	
Other Private Foundations - Not Elsewhere Classified				261,359	
Key Foundation				10,207	
National City Bank Foundation				11,000	
Sherwin-Williams Foundation, The				10,000	
Other Corporate Foundations - Not Elsewhere Classified				67,452	
<b>Total - Foundations &amp; Trusts</b>		<b>0</b>	<b>0.00%</b>	<b>615,018</b>	<b>8.20%</b>
<b>Total - Special Events - Growth</b>			<b>0.00%</b>	<b>85,000</b>	<b>1.13%</b>
Community Shares		14,255			
<b>Total - Federated Fundraising Organizations</b>		<b>14,255</b>	<b>0.06%</b>	<b>0</b>	<b>0.00%</b>
Department of Education				146,638	
Department of Justice				11,164	
Department of Labor				28,541	
<b>Subtotal Federal Government</b>		<b>0</b>	<b>0.00%</b>	<b>186,343</b>	<b>2.49%</b>
Department of Alcohol and Drug Addiction Services				39,538	
Department of Health				7,665	
Department of Job and Family Services				25,500	
Ohio Rehabilitation Services Commission				39,734	
<b>Subtotal State of Ohio</b>		<b>0</b>	<b>0.00%</b>	<b>112,437</b>	<b>1.50%</b>

Consumer Group Snapshot

Attachment 4: Revenue Tables (continued)

<b>Employment Preparation</b>					
<b>Revenues as of May 11, 2006</b>					
Funder	Period	A		B	
		Identifiable Total Dollars Countywide		Total Dollars UW-Funded Agencies (Actual FY2004)	
		Amount	% of Total (A)	Amount	% of Total (B)
Board of Mental Retardation and Developmental Disabilities (189 Board)				33,429	
Department of Workforce Development (WIA)	2004	7,831,469		108,354	
Employment & Family Services (TANF)	2004	4,000,000		539,100	
Other Cuyahoga County Funders - Not Elsewhere Classified				6,102	
<b>Subtotal Cuyahoga County Funding Sources</b>		<b>11,831,469</b>	<b>49.59%</b>	<b>686,985</b>	<b>9.16%</b>
Other Lorain County Funders - Not Elsewhere Classified				64,943	
<b>Subtotal Lorain County Funding Sources</b>		<b>0</b>	<b>0.00%</b>	<b>64,943</b>	<b>0.87%</b>
Department of Economic Development (includes City WIA)	2004	10,967,050		3,425,849	
Other City of Cleveland Funders - Not Elsewhere Classified				1,143,204	
<b>Subtotal City of Cleveland Funding Sources</b>		<b>10,967,050</b>	<b>45.96%</b>	<b>4,569,053</b>	<b>60.95%</b>
All Other Funding - Not Elsewhere Classified				9,273	
<b>Subtotal Other Govt Funding Sources</b>		<b>0</b>	<b>0.00%</b>	<b>9,273</b>	<b>0.12%</b>
<b>Total - Contracts/grants from government organizations</b>		<b>22,798,519</b>	<b>95.55%</b>	<b>5,629,034</b>	<b>75.09%</b>
Private Pay/Fee for Service				68,760	
<b>Total - Program Service Fees</b>				<b>68,760</b>	<b>0.92%</b>
<b>Total - Investment Income</b>				<b>1,358</b>	<b>0.02%</b>
<b>Total - All Other Revenue</b>				<b>28,122</b>	<b>0.38%</b>
<b>Subtotal Non - UWGrCle Support</b>		<b>22,812,774</b>	<b>95.61%</b>	<b>6,448,796</b>	<b>86.03%</b>
<b>Total - UWGrCle designations applied to program</b>		<b>28,691</b>	<b>0.12%</b>	<b>28,691</b>	<b>0.38%</b>
<b>Total - UWGrCle investment committee allocation</b>		<b>1,018,559</b>	<b>4.27%</b>	<b>1,018,559</b>	<b>13.59%</b>
<b>Subtotal UWGrCle Support - 4001, 4701 &amp; 4703</b>		<b>1,047,250</b>	<b>4.39%</b>	<b>1,047,250</b>	<b>13.97%</b>
<b>Total Support/Revenue</b>		<b>23,860,024</b>	<b>100%</b>	<b>7,496,046</b>	<b>100%</b>

Consumer Group Snapshot

Attachment 4: Revenue Tables (continued)

<b>Vocational Rehabilitation</b>					
<b>Revenues as of May 11, 2006</b>					
Funder	Period	A		B	
		Identifiable Total Dollars Countywide		Total Dollars UW-Funded Agencies (Actual FY2004)	
		Amount	% of Total (A)	Amount	% of Total (B)
<b>Total - Contributions and dues (less UW designations)</b>				<b>7,975</b>	<b>0.29%</b>
1525 Foundation		111,000			
Abington Foundation, The		41,000			
Bruening Foundation, Eva L. and Joseph M.		243,000			
Cleveland Foundation, The		497,294			
Deaconess Community Foundation		107,000		30,000	
Gund Foundation, The George		35,000			
McGregor Foundation, The		13,000			
Mt. Sinai Health Care Foundation, The				10,000	
O'Neill Foundation, The William J. and Dorothy K.		38,775			
Prentiss Foundation, Elisabeth Severance		25,000		50,000	
Sisters of Charity Foundation of Cleveland		20,000			
Other Private Foundations - Not Elsewhere Classified		10,833		33,925	
Sherwin-Williams Foundation, The		10,000			
Other Corporate Foundations - Not Elsewhere Classified				22,230	
<b>Total - Foundations &amp; Trusts</b>		<b>1,151,902</b>	<b>34.18%</b>	<b>146,155</b>	<b>5.31%</b>
United Black Fund of Greater Cleveland		15,000			
<b>Total - Federated Fundraising Organizations</b>		<b>15,000</b>	<b>0.45%</b>	<b>0</b>	<b>0.00%</b>
Department of Mental Retardation and Developmental Disabilities				437,376	
Ohio Rehabilitation Services Commission	2004	928,000		42,280	
<b>Subtotal State of Ohio</b>		<b>928,000</b>	<b>27.54%</b>	<b>479,656</b>	<b>17.41%</b>
Board of Mental Retardation and Developmental Disabilities (169 Board)				1,155,766	
Cuyahoga County Community Mental Health (648 Board)	2004	986,482			
Department of Senior and Adult Services				129,355	
<b>Subtotal Cuyahoga County Funding Sources</b>		<b>986,482</b>	<b>29.27%</b>	<b>1,285,121</b>	<b>46.65%</b>

Consumer Group Snapshot

Attachment 4: Revenue Tables (continued)

<b>Vocational Rehabilitation</b>					
<b>Revenues as of May 11, 2006</b>					
<b>Funder</b>	<b>Period</b>	<b>A</b>		<b>B</b>	
		<b>Identifiable Total Dollars Countywide</b>		<b>Total Dollars UW-Funded Agencies (Actual FY2004)</b>	
		<b>Amount</b>	<b>% of Total (A)</b>	<b>Amount</b>	<b>% of Total (B)</b>
Community Development Block Grant				9,119	
<b>Subtotal City of Cleveland Funding Sources</b>		<b>0</b>	<b>0.00%</b>	<b>9,119</b>	<b>0.33%</b>
<b>Total - Contracts/grants from government organizations</b>		<b>1,914,482</b>	<b>56.81%</b>	<b>1,773,896</b>	<b>64.39%</b>
<b>Total - All Other Revenue</b>				<b>354,361</b>	<b>12.86%</b>
<b>Total - Prior Period balances/interfund transfers</b>				<b>183,574</b>	<b>6.66%</b>
<b>Subtotal Non - UWGrCle Support</b>		<b>3,081,384</b>	<b>91.43%</b>	<b>2,465,961</b>	<b>89.52%</b>
<b>Total - UWGrCle investment committee allocation</b>		<b>288,777</b>	<b>8.57%</b>	<b>288,777</b>	<b>10.48%</b>
<b>Subtotal UWGrCle Support - 4001, 4701 &amp; 4703</b>		<b>288,777</b>	<b>8.57%</b>	<b>288,777</b>	<b>10.48%</b>
<b>Total Support/Revenue</b>		<b>3,370,161</b>	<b>100%</b>	<b>2,754,738</b>	<b>100%</b>

Consumer Group Snapshot

Attachment 5: Revenue Checklist

The working poor						
Category	Administrator of Funding			Disability Related Employment	Employment Preparation	Vocational Rehabilitation
Private Foundation	1525 Foundation			✓		
Private Foundation	Abington Foundation, The			✓		
Private Foundation	Bruening Foundation, Eva L. and Joseph M.			✓		
Private Foundation	Cleveland Foundation, The			✓		
Private Foundation	Deaconess Community Foundation			✓		
Private Foundation	Gund Foundation, The George			✓		
Private Foundation	McGregor Foundation, The			✓		
Private Foundation	O'Neill Foundation, The William J. and Dorothy K.			✓		
Private Foundation	Prentiss Foundation, Elisabeth Severance			✓		
Private Foundation	Sisters of Charity Foundation of Cleveland			✓		
Private Foundation	Other Private Foundations - Not Elsewhere Classified			✓		
Corporate Foundation	Sherwin-Williams Foundation, The			✓		
Federated Organization	Community Shares		✓			
Federated Organization	United Black Fund of Greater Cleveland			✓		
Federal Government	Department of Agriculture (USDA)		x			
Federal Government	Department of Health and Human Services			x		
Federal Government	Department of Veterans' Affairs			x		
State of Ohio	Department of Job and Family Services		x			
State of Ohio	Rehabilitation Services Commission			✓		
Cuyahoga County	Board of Mental Retardation and Developmental Disabilities	✓				
Cuyahoga County	Community Mental Health Board			✓		
Cuyahoga County	Department of Employment & Family Services		✓			
Cuyahoga County	Department of Workforce Development (WIA)		✓			

Consumer Group Snapshot

Attachment 5: Revenue Checklist (continued)

The working poor					
Category	Administrator of Funding		Disability Related Employment	Employment Preparation	Vocational Rehabilitation
City of Cleveland	Department of Community Development		x		
City of Cleveland	Department of Economic Development (includes City WIA)		✓		
Other	Council for Economic Opportunities in Greater Cleveland (CEOGC)		x		
United Way Greater Cleve	United Way of Greater Cleveland designations applied to program	✓	✓		
United Way Greater Cleve	United Way of Greater Cleveland investment committee allocation	✓	✓	✓	
✓ = Revenue was identified specifically for this core service and the amount allocated in Cuyahoga County appears in the revenue table of the core service report.					
x = Revenue was identified from these sources, but no dollar amount is available because either it was not possible to obtain data for Cuyahoga County alone, or it was not possible to obtain data specifically for this core service because funding covers multiple core services.					

**NOTES**

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6 **2007 HHS Poverty Guidelines**

Persons in Family or Household	48 Contiguous States and D.C.	Alaska	Hawaii
1	\$10,210	\$12,770	\$11,750
2	13,690	17,120	15,750
3	17,170	21,470	19,750
4	20,650	25,820	23,750
5	24,130	30,170	27,750
6	27,610	34,520	31,750
7	31,090	38,870	35,750
8	34,570	43,220	39,750
For each additional person, add	3,480	4,350	4,000

Source: *Federal Register*, 72(15): 3147–3148. January 24, 2007.

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