



PROJECT MUSE®

Strategies for Improving Economic Mobility of Workers

Toussaint-Comeau, Maude, Meyer, Bruce D.

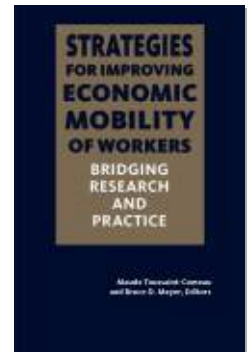
Published by W.E. Upjohn Institute

Toussaint-Comeau, Maude and Bruce D. Meyer.

Strategies for Improving Economic Mobility of Workers: Bridging Research and Practice.

First ed. W.E. Upjohn Institute, 2009.

Project MUSE.muse.jhu.edu/book/17392.



➔ For additional information about this book

<https://muse.jhu.edu/book/17392>

Index

The italic letters *f*, *n*, and *t* following a page number indicate that the subject information of the heading is within a figure, note, or table, respectively, on that page. Double italics indicate multiple but consecutive elements.

- 529 Plans, 112
- ABE. *See* Adult Basic Education
- Academic success
 lack of, as barrier to higher education, 92, 104
 support structures for, 94–96, 95*t*, 100, 104, 123*n*3
- ACCESS project, New York, 93
- Adult women workers
 effectiveness of employment training programs for, 28, 31–32, 91
 employment rates, 71, 72*f*, 73*ff*, 76*n*6
 married, 71, 72*f*, 73*f*, 76*n*4
 occupations and wages of, 56*t*, 59*t*
 See also Single women with children
- AFDC. *See* Aid to Families with Dependent Children
- Affordability barriers, 26, 92, 119
 overcoming (*see* Financial aid; Housing assistance programs)
- African American families. *See* Black men; Black workers
- Aid to Families with Dependent Children (AFDC), 16, 65
 caseloads, 66, 67*f*
 EITC and, 68, 70*f*, 76*n*4
- American Community Survey,
 occupational data from, 61*n*7
- Apprenticeships, 28, 157
- Autor, David, conference participant, 39
- Baltimore, Maryland, court decision in, 149
- Barnow, Burt S., conference participant, 40
- Barrow, Lisa, conference participant, 40
- Basic Educational Opportunity Grants, 19
- Beal, Frank, conference participant, 25, 39
- Bernanke, Ben S., quoted, 7
- Berube, Alan, conference participant, 39
- Big Brothers/Big Sisters (organization), 27, 158, 160*n*4
- Black men
 incarcerated, as school dropouts, 180, 194*n*2
 labor force activity of, 9–10, 153, 155
- Black workers, 11, 156
 earnings of, vs. white, 194*n*10, 194–195*n*11
 residential mobility programs with, 130, 131, 134–135, 139, 144
- Blinder, Alan S., conference participant, 40
- Block grants, 16, 26, 160*n*7
- Bloom, Dan, corroborating data from, 186–187, 194*n*6
- BLS (Bureau of Labor Statistics). *See* U.S. Dept. of Labor
- Boskin Commission, government bias and, 82
- Boston, Massachusetts, TANF-eligible students in, 93
- Brown, Gov. Edmund, commission appointed by, 23
- Bush, Pres. George W., education policy of, 19
- Butcher, Kristin F., conference participant, 40
- California, 23, 160*n*3, 172
 CET in, 157, 160*nn*1–2
 community colleges with employment services in, 91, 93, 95*t*
 work-study funds for TANF students in, 116–117

- Canadian Self-Sufficiency Project, 173
- Career Academies, 27–28, 158, 160n4
- Career Advancement Accounts, support for, 121
- Career and Technical Education (CTE), 27–28, 158, 160n4
- Career pathway development, labor market intermediaries and, 157
- Census of Populations, 61n2, 61nn7–8, 82
- Census tracts, Chicago residential mobility and, 130–131, 132–134, 133t
- Center for Employment Opportunity (CEO) program, 27
evaluation of, 29–30, 159, 185–187, 193, 194n7
- Center for Employment Training (CET), 91–92
cost-effectiveness of, 157, 160n1
- CEO program. *See* Center for Employment Opportunity
- CES. *See* Current Employment Statistics
- CET. *See* Center for Employment Training
- CETA. *See* Comprehensive Employment and Training Act
- Chaffey College, California, Opening Doors project at, 95t
- Chicago, Illinois, 9
Metropolitan Planning Council, 25–26, 43n15
residential mobility programs in, 23–25
census tracts used for, 130–131, 132–134, 133t
Gautreaux compared to MTO, 130–149
neighborhoods studied, 129t, 134–136
- Child Care Access Means Parents in School program, 122
- Children, 80
adolescents, 27, 158
care of, 120, 121–122, 155, 156
(*see also* Day-care facilities)
early childhood, 19, 36
effects of low-income assistance on, 17–18
neighborhood social interaction of, 138–140, 144–145
social interactions of, differ by gender, 148–149
See also Aid to Families with Dependent Children (AFDC); No Child Left Behind (NCLB); Single women with children
- Civil disorders, violence in, 23
- Civil rights, ex-offenders and, 159, 160n5
- Classroom training, 172, 190–191
- Clinton, Pres. William J., commission appointed by, 23
- CLMS. *See* Continuous Longitudinal Manpower Survey
- College education, 11, 114, 116
cost of, 20, 92, 119, 122n1
EFC towards, 112–114, 115, 118, 122n2
nontraditional students and, 109–112, 117–118, 120
wage differential of, 62n11, 90
- College retention. *See* Education retention programs
- Commission on the Future of Higher Education, 121
- Community-based organizations, 199–209
impact of
group average, 205–206
single organization, not evaluable, 28, 201–205
services provided by, 157, 160n3, 199–200
evaluation of, 4, 6, 31–34, 37–38, 206–209
See also Nonprofit community organizations
- Community Benefit Agreements, rewarding employers with, 159
- Community colleges
employment services at, 27, 91, 121, 148, 156

- Community colleges, *cont.*
 Opening Doors demonstration at,
 93–104, 95*t*, 98*t*–99*t*, 102*t*–103*t*
 redressing mismatch of skills with
 jobs in, 21, 35
 role in American higher education,
 92–93, 117–118, 120
- Community health, supportive factors, 9
- Compensation, 154
 benefits in, 14, 18–19, 41*n*9
 inequality in, 79–80
 parental subsidies in, 42*n*14
- Competition among employers, 154
- Comprehensive Employment and
 Training Act (CETA), 26, 28,
 165–166, 170
- Computer technology, 20, 80
 impacts of, 53–55, 61*nn*5–6
- Connecticut Jobs First program, 18
- Conservation Corps program, 28, 160*n*4
- Construction sector, 154
- Consumption poverty, 14, 81–82
- Continuous Longitudinal Manpower
 Survey (CLMS), CETA
 evaluations and, 166
- Corrections sector, 179, 184
- Cost-benefit analysis, evaluation and, 172
- Counseling services, 174
 residential mobility programs and,
 130–31, 147–148
 support structures for student, 94–96,
 95*t*, 148
- Court-ordered decrees
 child support, 155–156
 equitable housing and, 130, 146, 149
- Coverdell Savings Accounts, 116
- CPS. *See* Current Population Survey
- Criminal behaviors, 159, 168
 costs of, 159
 dropouts and, 155, 180
 prison programs to change, 193,
 194*n*4
See also Violent behaviors
- CTE. *See* Career and Technical
 Education
- Current Employment Statistics (CES),
 calculation discrepancies and,
 61–62*n*9
- Current Population Survey (CPS), 61*n*2,
 166
 women's employment rates, 72*f*, 73*ff*,
 76*n*6
- Dahl, Molly, conference participant, 39
- Data collection vs. evaluation, program
 services and, 32–33, 37–38
- Day-care facilities, 22, 42*n*14, 120
- DeLeire, Thomas, conference participant,
 39
- Delgado Community College, Louisiana,
 Opening Doors project at, 95*t*,
 98*t*–99*t*, 102*t*–103*t*, 104*n*2
- Detroit WorkFirst program, 17
- Diaz, Evelyn, conference participant, 40,
 41*n*3
- Disadvantaged populations, 166
 policies affecting, 3–7
 poverty and, 9*f*, 26
 workforce development of, 26–31, 36
See also Ex-offenders; Nontraditional
 students; Single women with
 children; Youth
- Displaced workers, 15, 111
 assistance to, 21, 26–27, 35, 42*n*12,
 166
- District of Columbia, civil rights review
 in, 160*n*5
- Dropouts
 criminal behaviors and, 155, 180,
 194*n*2
 preventing, 28, 92–93, 158
- Duncan, Greg, conference participant, 40
- Durable goods sector, 154, 155
- Early childhood education, 19
See also Day-care facilities
- Earned Income Tax Credit (EITC)
 combating spatial mismatch with,
 42*n*14
 effectiveness of, 15, 17, 66

- Earned Income Tax Credit (EITC), *cont.*
 employment rates and, 68, 71–75, 72*f*, 73*ff*; 160*nn*2–3
 income assistance policy and, 16–17, 35–36, 70*ff*, 75*n*2
 negative income effect of, 66–67, 76*n*5
 proposed expansion of, 84–85, 158–159
 single women with children and, 4, 5, 65–75, 69*ff*, 76*n*4
 state and federal programs for, 75–76*nn*2–3, 157
 welfare reform and, 66–68, 70*f*, 71, 74–75
- Earnings, 154, 160*n*2
 black compared to white workers and, 194*n*10, 194–195*n*11
 data from Social Security program, 166–67
 education and, 89–92, 101
 growth of, 60, 61*nn*2–3
 inequality of, 51–52, 52*f*, 53*f*
 subsidies for, 160*n*3, 173
- Eberts, Randall W., conference participant, 39
- Economic assumptions, quotes on, 7
- Economic mobility, 36, 60, 62*n*12
 conference on improving, 7–40, 41*n*3
 improving, by combating spatial mismatch, 42–43*n*14, 60
 reflections on, and policy, 79–86
 workers and, 5, 12–14, 109
- Education
 access to, 19–20, 28, 92, 116, 188
 alternative pathways to, 27–28, 158
 dropout prevention, 28, 92–93, 158
- Education Amendments of 1972, 19
- Education levels, 13, 20, 42*n*10, 168
 college, 11, 21, 62*n*11, 109–110
 early childhood, 19
 GED, 26, 114, 132
 high school, 11–12, 114, 132
 low, 9–10, 11, 16, 55, 56*t*, 61*n*8, 72, 73*f*; 89–90, 154
 remedial, 166
 vocational, 28
- Education policy, 19, 83, 119–120
 financial aid in, 120–122
- Education retention programs, low-income adults and, 3, 4, 5, 21, 90–105, 120
- EFC. *See* Expected Family Contribution
- EITC. *See* Earned Income Tax Credit
- Employee Free Choice Act, union organization and, 160*n*6
- Employers, 26, 157
 discrimination by, 154, 156
 investment in nontraditional students by, 116–117, 117–118
 rewards to, for training, 159, 170
- Employment Retention and Advancement (ERA) projects, 91, 158, 160*n*3
- Employment sectors, 17, 61*n*8, 154, 157, 170–171, 184
 natural resources occupations in, 56*t*, 59*t*
- Employment training programs, 9
 analytic issues of, 171–173, 182–185
 cost-effectiveness of, 157–158, 159
 demonstrated changes after, 28, 31, 160*n*2
 evaluations of, 165–171, 173–174
 employer-focused programs and, 169–171
 major U.S. federal programs and, 165–167
 selected other programs and, 167–169
 policies to provide, 5–6, 21, 26, 157
 redressing mismatch of skills and jobs with, 21, 34–35
 targeted
 customized training, 170
 former welfare recipients and, 3, 90–91
 informal and indirect, 112, 116, 117
 sectoral training, 157, 170–171
See also On-the-job training (OJT)

- ERA. *See* Employment Retention and Advancement projects
- Evans, Charles L., conference participant, 39
- Ex-offenders
 civil rights and, 159, 160*n*5
 employment and advancement of, 6, 179–195
 (*see also* Center for Employment Opportunities [CEO])
 employment restrictions for, 160*n*5, 180
 labor market reentry programs for, 3, 4, 27, 29–31, 158, 159, 188–189, 193
 recidivism and, 159, 182–183, 187, 191–192, 194*n*5, 194*n*8
- Expected Family Contribution (EFC)
 college costs and, 112–114, 115, 118, 122*n*2
 independent students forgo, 113–114, 118–119, 120
- FAFSA. *See* Free Application for Federal Student Aid
- Family income, 114, 117
 EFC and, 112–113, 122*n*2
 growth of, over time, 86, 93
 median measurements of, 82, 83*f*
 volatility in, 80–81
- Federal Reserve Bank, Chicago,
 conference sponsorship by, 3–6, 39–40
- Financial aid
 block grants to states, 16, 160*n*7
 FAFSA as first step in, 112–113, 115
 loan programs, 114
 nontraditional students and, 20, 21–22, 110–122, 122*n*2
 Pell Grants to students, 19, 20, 104–105*n*3, 113, 114–115, 157, 159
 scholarships as, 94–97, 95*t*, 100, 101, 104
 subsidies as, 42*n*14, 120, 121–122, 157, 158, 160*n*3, 173
 support structures for, 94–97, 95*t*, 100, 117–118, 120–122, 123*n*3
See also Earned Income Tax Credit (EITC); Grants-in-aid; Low-income assistance policy
- Financial aid reform, 120–121
- Florida
 ex-offenders and, 30, 160*n*5
 prison program evaluation in, 189–192
- For-profit companies, as labor market intermediaries, 157
- Foreign-born workers, 111
 low wages and, 101, 153
 occupations and wages of, 56*t*, 59*t*
- Foundations, grants-in-aid funded by, 200, 209*n*1
- Free Application for Federal Student Aid (FAFSA), 112–113, 115
- GAIN program, long-term follow-up of, 172
- Gautreaux Assisted Housing Program, Chicago, 23–24
 design, 130–136, 133*t*
 individual outcomes from, 141–145
 policy implications of, 147–149
 social influences on, 133*t*, 136–140, 146
 study conclusion, 145–146
- GED. *See* General Educational Development
- Gender differences
 children and social interaction, 148–149
 effectiveness of employment training programs, 28, 31–32
 EITC benefits and, 35–36
See also Adult women workers; *specific cohorts*, e.g., Black men; Noncustodial fathers; Single women with children; White men
- General Educational Development (GED), 28, 114
 effect on earnings, 90–91
 prison-based programs for, 181, 182, 190
- Georgia, tuition program in, 116

- Giloth, Bob, conference participant, 33, 40, 41ⁿ³
- Globalization, wage inequality and, 42ⁿ⁹, 101
- Gosselin, Peter, conference participant, 39
- Grants-in-aid, 19, 116
 average impact on group of organizations, 205–206
 block grants, 16, 26, 160ⁿ⁷
 evaluation of services funded by, 206–209
 foundation funding of, 200, 209ⁿ¹
 impact not evaluable on single organization of, 201–205
 Pell Grants to students, 19, 20, 104–105ⁿ³, 113, 114–115, 157, 159
- Great Depression, public employment in, 165–166
- Greenspan, Alan, quoted, 7
- Harlem Children's Zone (organization), 27, 158
- Head Start program, 19
- Health, 188
 poor, 155, 159
- Health care sector, access to, 154
- Hibbs, Maria, conference participant, 40, 41ⁿ³
- Hispanic workers, 11
- Holzer, Harry J., conference participant, 40
- Hope Tax Credit, 114–115
- Houseman, Susan, conference participant, 39
- Housing affordability, 24–26, 157, 158
- Housing assistance programs
 employment rates and, 158, 160ⁿ²
 human capital improvement through, 127–149
 school quality and, 127, 129
 spatial mismatch and, 3, 5, 23–24, 36–37, 43ⁿ¹⁴
See also Residential mobility programs
- Hoynes, Hilary Williamson, conference participant, 39
- Human capital
 employer investment in nontraditional students, 117–118
 improvement of, and residential mobility, 127–128, 129, 137–140, 144–145, 146–149
 investments to enhance, 19, 20–21, 60, 80, 83, 86, 171
- Illinois
 job support services in, 30–31, 160ⁿ³
 residential mobility in (*see under* Chicago, Illinois)
 state EITC supplement to federal program, 76ⁿ³
 state housing legislation in, 25, 26
 student aid in, 113, 116, 122ⁿ²
- Immigrant workers. *See* Foreign-born workers
- Incarceration
 employability upon release from, 10, 155–156, 182, 190
 (*see also* Ex-offenders)
 penal population characteristics, 179–181, 192, 194^{nn1–3}
 prison programs during, 181–182, 189–192, 194ⁿ⁴
 impact of, 182–185, 193
 recidivism and, 159, 182–183, 187, 191–192, 194ⁿ⁵, 194ⁿ⁸
- Income volatility, 15, 79, 80–81
- Inner cities. *See* Urban areas
- Integrated Public Use Microdata Series (IPUMS), occupational data from, 61^{nn7–8}
- Internships, 157
- IPUMS. *See* Integrated Public Use Microdata Series
- Job Corps, 6, 28, 167–168, 172
- Job information centers, 42ⁿ¹⁴, 121
- Job Opportunities and Basic Skills (JOBS) training program, 16

- Job readiness, work experience as, 154
- Job retention, 91, 155
- Job Search Assistance program, 31, 166
- Job skills, 16, 20
 - deficit, of working poor, 9, 154
 - employment training programs and, 34–35, 101, 112, 122, 170
 - polarization of, and wages, 52–55, 58–60, 61*n*4
 - semiskilled jobs and spatial mismatches, 127, 137–138
- Job Training Partnership Act (JTPA), 26, 172
 - effectiveness of, 28, 91, 157, 160*n*1, 168
 - NJS evaluation of, 166–167
 - public employment programs of, 165–166
- JOBS. *See* Job Opportunities and Basic Skills training program
- Jobs Plus, employment rates and, 158, 160*n*2
- JTPA. *See* Job Training Partnership Act
- Kentucky, UI claimants and WPRS in, 169
- Kerner Commission, inner-city riots and, 23
- Kingsborough Community College, New York, Opening Doors project at, 95*t*
- Kotlowitz, Alex, conference participant, 40
- Labor market intermediaries, 27, 33, 156–157
- Labor market reentry programs
 - formerly incarcerated persons and, 3, 4, 6, 27, 29–31, 158, 159
 - welfare reform and, 12, 17
- Labor markets, 61*n*6
 - lack of attachment to, 153–156
 - policies to improve participation in, 156–159, 171–172
 - residential mobility and, 127, 137–138, 142–143
 - supply disincentives and, 66–67, 156, 158
- LaLonde, Robert J., conference participant, 40
- Lazear, Edward, conference participant, 19, 40
- Legal Action Center, New York, 160*n*5
- Lifelong Learning Accounts, support for, 121
- Lifetime Learning Tax Credit (LLTC), 114
- LLTC. *See* Lifetime Learning Tax Credit
- Loan programs, education and, 114
- Long, Bridget Terry, conference participant, 40
- Lorain County Community College, Ohio, Opening Doors project at, 94–96, 95*t*, 98*t*–99*t*, 102*t*–103*t*, 104*n*1
- Los Angeles, California, Watts riots in, 23
- Louisiana, 116
 - community college projects in, 95*t*, 98*t*–99*t*, 102*t*–103*t*, 104–105*n*2
- Louisiana Technical College–West Jefferson, Opening Doors project at, 95*t*, 96–101, 102*t*–103*t*, 104–105*n*2
- Low-income assistance, 3–6, 14, 16–19, 35–36, 65
 - effects on children, 17–18
 - residential mobility as, 127–149
 - See also* Financial aid
- Low-wage occupations, 12, 56*t*, 58, 59*t*
- Low-wage workers, 41*n*4
 - earnings improvements for, 160*n*2–3
 - education and, 89–92, 101, 104, 110, 115
 - material circumstances of, 4, 5, 14–15, 79, 82–83, 84*f*, 109
 - opportunities for, 7, 12–14, 21
 - policies affecting, 3–6, 15
- Low wages
 - consequences of, 7–8, 12, 15, 138
 - trends in, 4, 5, 13*f*, 51–52, 52*f*, 53*f*

- Maine, Parents as Scholars program in, 93
- Managerial occupations, 56*t*, 59*t*, 62*n*10
- Manpower Demonstration Research Corporation. *See* MDRC
- Manpower Development and Training Act (MDTA), 26, 165–166
- Manual occupations, characteristics of, 56*t*, 59*t*
- Manufacturing sector, 154, 155
- Maryland, court decision in, 149
- Massachusetts, TANF-eligible students in, 93
- Mazumder, Bhashkar, conference participant, 39
- McCone Commission, inner-city riots and, 23
- McMillen, Daniel, conference participant, 39
- MDRC (Manpower Demonstration Research Corporation), 194*n*6
Opening Doors demonstration, 21, 93–104, 104–105*nn*1–3
Welfare-to-Work income supplements, 17–18
- MDTA. *See* Manpower Development and Training Act
- Median income measurements, 82–83, 83*f*
- Meléndez, Edwin, conference participant, 33–34, 40
- Mental health, residential mobility and, 140, 145
- Meyer, Bruce D., conference participant, 40
- MFIP. *See* Minnesota Family Investment Program
- Michigan, improved productivity in, 160*n*2
- Microneighborhoods, residential mobility placement and, 133*t*, 134–135, 146
- Milwaukee, Wisconsin, New Hope program in, 18–19
- Minimum wage, 159, 170
- Minnesota Family Investment Program (MFIP), 18
- Minnesota programs, 18, 76*n*3, 116
- Minorities, 8, 91–92, 137
employer discrimination and, 154, 156
See also Black workers; Hispanic workers; Nonwhite workers
- Minority Female Single Parent Demonstration program, effectiveness of, 91–92
- Missouri, earnings impact of JTPA in, 167
- Mobility issues. *See* Economic mobility; Residential mobility programs
- Moving to Opportunity for Fair Housing (MTO) program, Chicago, 23–24
design, 131–136, 133*t*
policy implications of, 147–149
social influences on clients, 133*t*, 136–140, 146
study conclusion, 145–146
- MTO. *See* Moving to Opportunity for Fair Housing
- National Advisory Commission on Civil Disorders, unemployment role in, 23
- National Evaluation of Welfare-to-Work Strategies (NEWWS), 17–18, 90–91, 157, 160*n*1
- National JTPA Study (NJS), JTPA evaluation known as, 166, 173
- Natural resources occupations, characteristics of, 56*t*, 59*t*
- NCLB. *See* No Child Left Behind Act of 2001
- Negative income tax (NIT), EITC and, 66–67, 76*n*5
- Neighborhoods, 25, 33, 158
in Chicago, 9, 132–136, 133*t*, 140
low-income, 28, 140
poverty in, 80, 129, 130, 160*n*4
safety in, 42–43*n*14, 128, 140, 145, 168
schools in, 127, 137, 141–142
- New Hope program, 18–19, 158

- New Visions program, 91, 93
- New York, 93, 95*t*, 160*n*5
 Harlem Children's Zone in, 27, 158
- NEWWS. *See* National Evaluation of Welfare-to-Work Strategies
- NIT. *See* Negative income tax (NIT)
- NJS. *See* National JTPA Study (NJS)
- No Child Left Behind Act of 2001 (NCLB), 19
- Noncustodial fathers, 156, 158, 159
- Nonfarm employment, service sector in, 61*n*8
- Nonprofit community organizations, 26
 as labor market intermediaries, 27, 157
- Nontraditional students, 109–123
 defined, 111–112
 employer investment in, 117–118
 federal aid programs for, 114–116, 121–122
 financial aid for, 21–22, 110, 112–123, 122*n*2
 need analysis for, 112–114, 118–119
 older workers as, 21–22, 109–111
 state aid programs for, 116–117
- Nonwhite workers, 56*t*, 59*t*, 194*n*10
See also Black workers; Hispanic workers
- OBRA90. *See* Omnibus Reconciliation Act of 1990
- OBRA93. *See* Omnibus Reconciliation Act of 1993
- Occupations, 154
 census IPUMS data on, 56*t*, 61*nn*7–8
 education levels and, 55, 56*t*
 employment growth rates in, 58–60, 59*t*
 trends in, 4, 5, 55–60, 57*f*
- Ohio, 116
 community college with employment services in, 94–96, 95*t*, 98*t*–99*t*, 102*t*–103*t*, 104*n*1
- OJT. *See* On-the-job training
- Older workers
 financial aid for education of, 110, 111–120, 122*n*2
 as nontraditional students, 21–22, 109–111
 support systems for, 120–122, 122*n*3
- Omnibus Reconciliation Act of 1990 (OBRA90), 16, 68, 69*f*
- Omnibus Reconciliation Act of 1993 (OBRA93), 16, 68, 69*f*
- On-the-job training (OJT), 6, 28, 171
 combating spatial mismatch with, 42*n*14
 employers receive subsidies for, 169–170
 evaluation of, 29, 91
 federal programs with, 26, 166
- One-Stop Career Centers, 121
- Opening Doors demonstration, MDRC, 21, 93–104, 104–105*nn*1–3
- Oregon, 116, 157, 160*n*1
- Outsourcing, 35, 61*n*6
 displaced worker assistance due to, 21, 26–27, 42*n*12
- Owens Community College, Ohio,
 Opening Doors project at, 94–96, 95*t*, 98*t*–99*t*, 102*t*–103*t*, 104*n*1
- Palms-Barber, Brenda, conference participant, 40, 41*n*3
- Panel Study of Income Dynamics (PSID), income volatility and, 80
- Parent Loans for Undergraduate Students (PLUS), 115
- Parents
 single, and effective programs, 91–92
 state aid to, for education, 93, 117
 subsidies in compensation patterns of, 42*n*14, 120, 121–122
See also Noncustodial fathers; Single mothers with children
- Parents as Scholars program, 93
- Pell Grants, 19, 20
 advancement of working poor and, 157, 159
 college retention and, 104–105*n*3, 119–120
 eligibility for, 113, 114–115

- Pennsylvania, workforce development in, 33
- Perkins Loan Program, 115
- Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA), 16, 66
- Philanthropy, 209*n*1
- Plant closings, displaced workers and, 42*n*12
- PLUS. *See* Parent Loans for Undergraduate Students
- Portland, Oregon, NEWS and, 157, 160*n*1
- Poverty, 14, 80
 - educational aid and, wages, 113, 114, 117, 122*n*2
 - low-wage workers and, 41*n*4, 89–90
 - measurements, 82–83, 84*f*
 - neighborhoods with, 8–9, 23, 80, 130, 140, 160*n*4
 - NIT to reduce, 66–67
 - trends in work and, 11–15, 11*f*, 13*f*
- Princeton University. Center for Economic Policy Studies, working papers from, 42*n*11
- Production occupations, characteristics of, 56*t*, 59*t*
- Productivity, 154, 160*n*2
- Professional occupations, 56*t*, 59*t*, 62*n*10
- Project Upward Bound, 19
- PRWORA. *See* Personal Responsibility and Work Opportunity Reconciliation Act of 1996
- PSID. *See* Panel Study of Income Dynamics
- Public transit, 25
 - limitations of, 22, 23, 138
- Racial differences. *See specific cohorts, e.g., Black men; White men*
- Racial integration/segregation, 23, 43*n*14, 131, 155
- Residential mobility programs, 149*n*2
 - effectiveness of, 4, 23–24
 - Gautreaux compared to MTO, 130–146
 - policy implications of, 147–149
 - individual outcomes of, 141–145
 - social mechanisms of, 24–26, 127–140
- Richburg-Hayes, Lashawn, conference participant, 40
- Riverside Community College, California, New Visions program at, 91, 93, 160*n*3
- Rosenbaum, James E., conference participant, 39
- San Jose, California, CET cost effectiveness in, 157, 160*n*1
- Scholarships, 94–97, 95*t*, 100, 101, 104
- School integration, combating spatial mismatch with, 43*n*14, 144–145
- School quality, 155
 - residential mobility and, 127, 129, 136–137, 141–142
- Second chance programs, 28, 158, 159
- Sentencing Project, Washington, D.C., 160*n*5
- Serious and Violent Offender Reentry Initiative (SVORI), 30, 188–189, 193
- Service occupations, 127
 - calculation discrepancies and data sets on, 61–62*n*9
 - low education and, 58, 60, 61*n*8
 - low-wage workers in, 12, 17, 56*t*, 57–58, 59*t*
- Service sector vs. service occupations, 61*n*8
- Single women with children, 149*n*2
 - as AFDC/TANF recipients, 16, 65, 66, 76*n*4
 - annual income percentiles of, 85, 86*t*
 - education and, 91–92, 93, 104, 120
 - EITC and, 4, 5, 16–17, 65–76, 69*ff*, 160*n*2
 - employment rates and, 65–66, 66, 71–75, 72*f*, 73*ff*, 153
 - welfare reform and, 4, 5, 16–17, 65–68

- SIPP. *See* Survey of Income and Program Participation
- Snyderman, Robin, conference participant, 25–26, 39, 43ⁿ¹⁵
- Social interaction, residential mobility and, 127–128, 138–140, 144–145, 148–149
- Social Security Act of 1935, 16, 66, 166–167
- Song, Unmi, conference participant, 40
- Spatial mismatch, 42ⁿ¹³, 80
 - housing allowance programs and, 3, 5, 23–26, 36–37
 - mobility strategies to combat, 42–43ⁿ¹⁴, 127, 129, 137–138
- Spriggs, William, conference participant, 41
- Stafford loan program, 114
- Straits, Robert, conference participant, 40, 41ⁿ³
- Student services
 - counseling, 94–96, 95^t, 148
 - employment, 94–96, 95^t, 98^t–99^t, 102^t–103^t, 104ⁿ¹
- Suburban areas
 - job growth in, *vs.* worker residences (*see* Spatial mismatch)
 - racial mix of, and resident choices, 130, 144, 146
 - zoning regulations in, 24, 25
- Suburban compared to urban residents, 130
 - educational outcome differences between, 141–142
 - employment characteristics, 142–143
 - strategies to combat mismatches of, 22–26, 36–37, 43ⁿ¹⁴, 127
- Sullivan, Daniel, conference participant, 40
- Survey of Income and Program Participation (SIPP), income volatility and, 80
- SVORI. *See* Serious and Violent Offender Reentry Initiative
- Sykes, Donald, conference participant, 40, 41ⁿ³
- TANF. *See* Temporary Assistance for Needy Families
- Tax credits, 26, 114–115
 - See also* Earned Income Tax Credit (EITC)
- Tax Reform Act of 1986 (TRA86), 16, 68, 69^f
- Tech Prep model, positive impact of, 160ⁿ⁴
- Technician occupations, characteristics of, 56^t, 59^t
- Technological changes, wage inequality and, 20, 42^{nn9–10}
- Temporary Assistance for Needy Families (TANF)
 - caseloads, 66, 67^f
 - costs of, *vs.* EITC, 65, 68, 70^f
 - eligibility for, and college training, 22, 35, 93, 116–117, 121
 - PRWORA and, 16, 66, 138, 143
- Temporary help sector, 17
- Testa, William, conference participant, 39
- Texas, earnings subsidies in, 160ⁿ³
- Thompson decision, Baltimore, 149
- Title III, Workforce Investment Act (WIA), displaced workers and, 42ⁿ¹²
- Title IV, Pell Grants and, 114
- Toussaint-Comeau, Maude, conference participant, 39
- TRA86. *See* Tax Reform Act of 1986 (TRA86)
- Trade adjustment assistance, 42ⁿ¹², 174
- Trade unions, 41–42ⁿ⁹, 101, 160ⁿ⁶
- Transportation restructure
 - combating spatial mismatch with, 22–23, 42ⁿ¹⁴
 - commuters with private cars in, 24–25
 - need for, 154–155, 156
 - See also* Public transit
- Transportation sector, wages and skills for, 154
- Tyler, John H., conference participant, 40

- UI. *See* Unemployment insurance (UI)
- Unemployment, 23 116
- Unemployment insurance (UI), 42*n*12, 173, 194*n*5
 - claimants of, and WPRS, 28–29, 168–169
- U.S. Dept. of Health and Human Services, 188
- U.S. Dept. of Housing and Urban Development (HUD), 43*n*14, 188
- U.S. Dept. of Justice, 188
- U.S. Dept. of Labor (USDOL), 62*n*9, 188
 - program evaluation by, 28, 159, 166–167
- U.S. General Accounting Office (USGAO), 33, 166–167
- U.S. law and legislation, 16, 19, 160*n*6
 - workforce development, 26, 159
- U.S. Secretary of Education, commission appointed by, 121
- U.S. Senate, commission appointed by, 82
- Urban areas, 22, 23, 130

- Violent behaviors, 23
 - debilitating effects from, 42–43*n*14, 128, 140, 145
 - rehabilitation of, 30, 188–189, 193
- Vocational education, 35, 117, 156
 - effects of, *vs.* work experience, 190–191
 - federal programs with, 28, 166
 - prison-based programs for, 180–181, 182

- Wages, 160*n*6, 170
 - causes of inequality in, 20, 41–42*n*9, 52–53, 89–90, 154–156
 - college differential on, 62*n*11, 91, 110
 - higher minimum, with caveat, 159, 170
 - trends in inequality of, 12, 13*f*, 51–52, 52*f*, 53*f*, 79–80
 - See also* Minimum wage
- Washington, D.C., civil rights review in, 160*n*5
- Washington (state), 116, 117
- W.E. Upjohn Institute, conference sponsorship by, 3–6, 39–40
- Welfare reform
 - effectiveness of, 15, 143
 - EITC and, 66–68, 70*f*, 74–75
 - employment training programs and, 3, 90–91, 110
 - impact of work incentives on, 17–19
 - income assistance policy and, 16–17
 - labor market entry at, 12, 17, 138, 153
 - single women with children and, 4, 5, 16–17, 65–68
- Welfare-to-Work programs
 - education first *vs.* job search first as, 90–91
 - evaluation of, 157, 160*n*1, 174
 - income supplements in, 17–18
- West Virginia, tuition program in, 116
- White men
 - earnings of, *vs.* nonwhite, 194*n*10, 194–195*n*11
 - incarcerated, as school dropouts, 180, 194*n*2
- WIA. *See* Workforce Investment Act
- Williams, Alicia, conference participant, 40
- Wisconsin
 - New Hope program in, 18–19
 - state EITC supplement to federal program, 76*n*3
- Work-Based Learning Tuition Assistance Program, 117
- Work experience *vs.* classroom training, 190–191
- Work-study programs, 116–117
- Worker Profiling and Reemployment Services (WPRS), 6, 28–29, 168–169
- Workforce development initiatives
 - access to education, 92–93, 116–117
 - best practices for, 3–6
 - impacts of, 165–174
 - policy and evaluation of, 26–31, 33–34, 37–38

- Workforce development initiatives, *cont.*
See also Employment training programs
- Workforce Investment Act (WIA), 6,
26–27, 43*n*16, 159
evaluation of, 28, 116, 167
services provided by, 42*n*12, 121,
165–166
training ties to, 22, 35
- Working poor, 154
education and, 89–92, 101, 104, 110
EITC eligibility and, 67–68
employment and advancement of, 6,
27, 92, 153–159
policies for success of, 83–84, 156–
159
trends in, 11–15, 11*f*, 13*f*, 109
See also Low-wage workers
- WPRS. *See* Worker Profiling and
Reemployment Services
- Youth, 9, 155, 166
employment and advancement of, 6,
27–28, 158, 159, 166
Job Corps for disadvantaged, 6, 28,
167–168
- Youth Opportunity Program, 28, 158,
160*n*4
- Youth Service program, 28, 158, 160*n*4
- YouthBuild program, 28, 158