

Figure 1.1 The PFS Qualitative Participant's Funnel

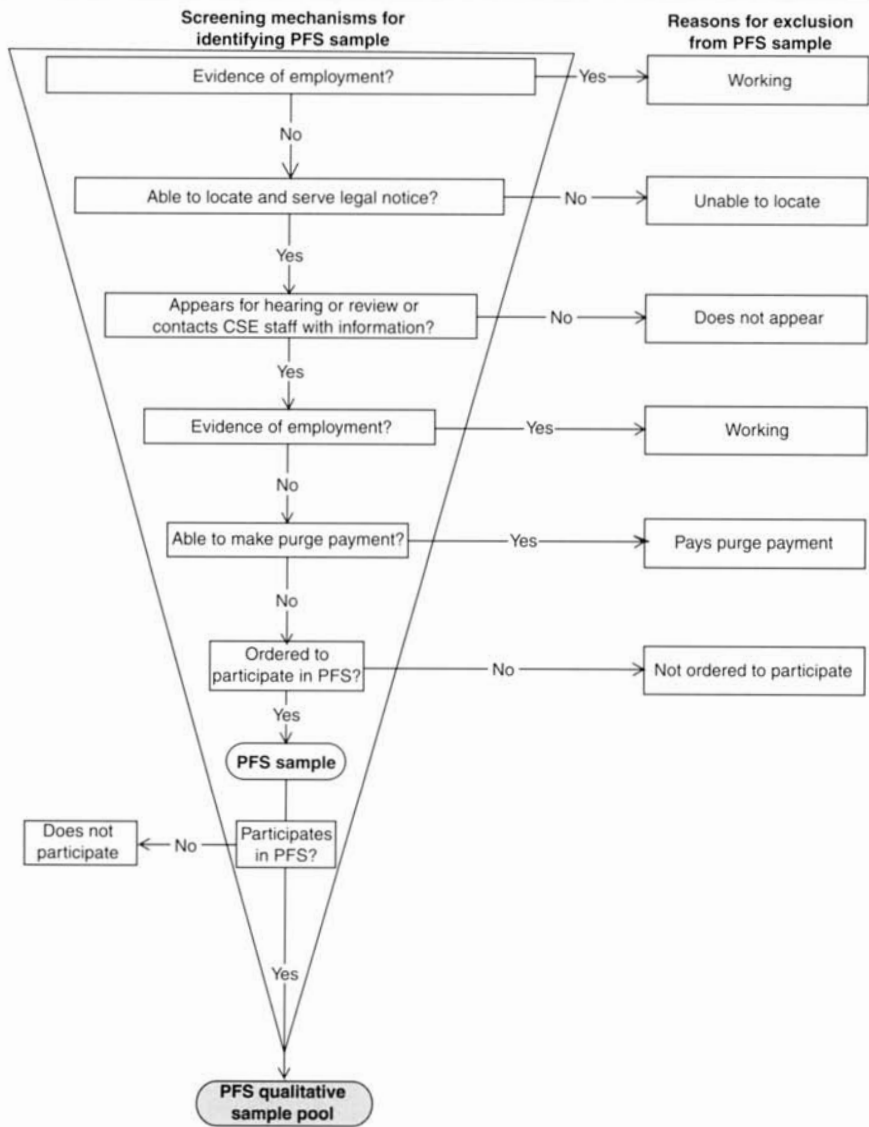


Table 1.1 Range of Monthly Income and Expenditures of Participants in the Parents' Fair Share Program from the Qualitative Research Sample (U.S. Dollars)

Site	Income			Expenses			
	Reported Income from Work ^a	Income from Other Sources	Public Assistance ^b	Rent	Food	Child Support	Other Expenses ^c
Memphis	390 ^d –1,000	0	0–119	0–450	90–400	50	100–320
Dayton	500	100	0–119	0–400	100–350	100	100–250
Grand Rapids	360–760	100–500	0–119	200–450	150–500	56	300–400
Trenton	50–800	150	0–338	0–450	300–400	0	300–500
Los Angeles	150–1,000	100	0–338	100–650	100–400	50	100–400

Source: Data based on reported income and expenditures from the month of November 1995.

^a From employment where income is reported.

^b Includes food stamps and general assistance or general relief, depending on the location of the participant.

^c Includes personal items such as toiletries, support for relatives and other family members, utilities, transportation costs (public transit and personal car expenses when there is a car involved), expenses for children outside the realm of child support (if they have contact with them), fines, personally accrued debts, recreation (cigarettes, alcohol, movies, video), and medical and emergency expenditures.

^d Based on an hourly wage of \$6.50 working part time at fifteen hours a week in warehouse, maintenance, general work, and convenience store work. Men often have to work part time for anywhere from a month to four months before they become eligible for a full-time position.

Table 1.2 One Month Income, Expenditure, and Debt for Four PFS Participants (U.S. Dollars)

Name	Site	Income						Expense			
		Reported and Unreported Income	Assistance				Rent	Food and Other Expenses	Child Support Owed	Long-term Debt (Arrearages)	
			General Relief or General Assistance	Food Stamps	Unemployment Insurance	Housing					Other Sources
Viceroy	Grand Rapids	760	0	0	425	Yes	Some from father	300	420	250	500–1,000
Fila-G	Memphis	200–400	0	119	0	No	None	0 ^a	600	600	35,000
Jah	Trenton	0	100	119	0	Yes	Small amount	450	0 ^b	50	10,000
Arron	Los Angeles	220 ^c	0	0	0	No	None	350	450–500	100	5,000

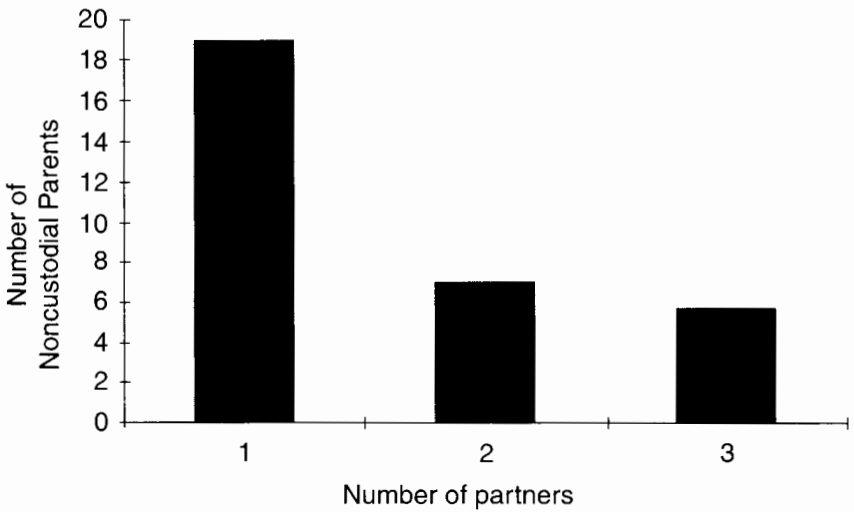
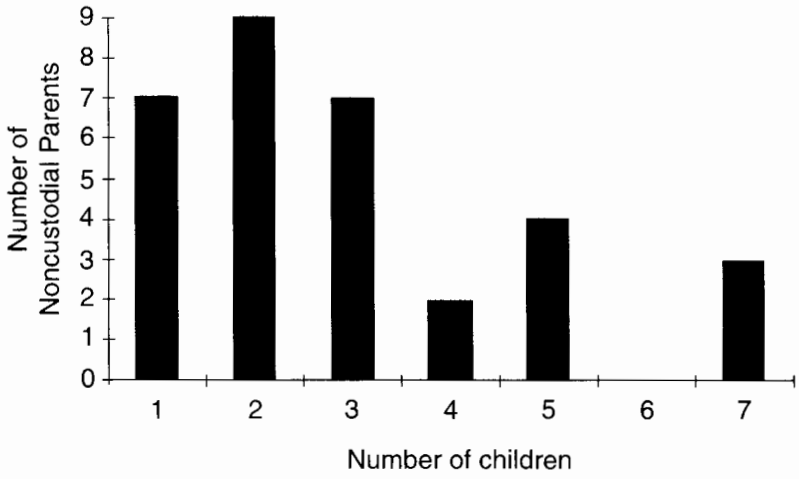
Source: MDRC calculations from the Parents' Fair Share qualitative research sample.

^a Living rent free.

^b No reported food or other expenses for this particular month due to incarceration.

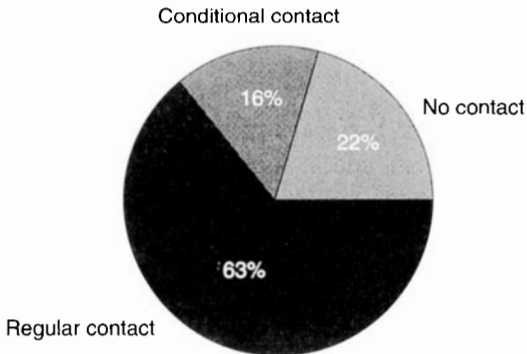
^c Amount received when working as a temporary employee.

Figure 2.1 Range of Children and Partners of Noncustodial Parents



Source: MDRC calculation from Parents' Fair Share qualitative interviews, November 1996.

Figure 2.2 Contact and Type of Contact NCPs Have with Children



Source: MDRC calculations from Parents' Fair Share qualitative interviews, November 1996.

Notes: Distributions may not add to 100 percent because of rounding. Regular contact is defined as being able to see or talk with one or all children without restriction (informal or formal). Conditional contact refers to restrictions placed on NCPs by custodial parents, family members, or the courts.

Table 2.1 Demographic Characteristics of Participants in Parents' Fair Share at Entry into the Program

Characteristics	Qualitative Research Sample	Full PFS Demonstration
Average age of participant (years)	32.0	30.9
Average number of own children	2.4	2.5
Current marital status (percent)		
Never married	53.1	60.3
Married or living with partner	9.4	11.1
Divorced	34.4	15.2
Other	3.1	13.3
Living arrangements (percent)		
Living alone	34.4	9.9
Ethnicity or race (percent)		
African American	75.0	62.6
White	15.6	15.7
Latino	9.4	19.8
Other	0.0	1.9
Received high school diploma or GED (percent)	61.0	52.0
Receiving public assistance (percent)	25.0 ^a	26 ^b
Ever employed (percent)	93.3	97.8
Currently employed ^c (percent)	18.7	18.2
Ever arrested since age sixteen ^d (percent)	100.0	68.3
Sample size	32	5,584

Source: MDRC calculations from the Parents' Fair Share program.

^a Refers to food stamps only for demonstration sample.

^b Includes all types of public assistance (food stamps, housing assistance, general relief, general assistance).

^c Refers to work status at the time of initial contact with the program.

^d Refers to any arrests not related to child support.

Box 3.1 "Blue in the Sky"

I want to come up, like the blue in the sky,
so I maintain my focus
when I get high. I can't be trippin',
a nigger gots to do somethin'. It ain't easy livin'
in the East Side of Compton.

Niggers bumpin' down the avenues, while we havin' brews,
what the fuck I'm gonna do, when I have nothing to use?

So I had to learn hard, from the ruckus—I'm out there
slingin' the weed, makin' the deed,

gatherin' up suckers. Checkin' all busters, actin' like they the big boss,
tryin' to [rip] from me—that monkey ass got tossed. You're lost.

Now that I'm takin' what you came with,
while I'm aimin' at your head with a high power Tech,
chains from your neck
is now in my possession.

What a fucked-up way for you to learn a valuable lesson.

Niggers should have told you 'bout me, bro,
because I'm givin' 'em second chances, only want to let you know.

[Arron, August 1995]

Table 3.1 Mean Occupational Wages by Site (U.S. Dollars)

Site	Median Wage						All Sites	
	Los Angeles, California	Jacksonville, Florida	Springfield, Massachusetts	Trenton, New Jersey	Dayton, Ohio	Memphis, Tennessee	Mean Median Wage	Mean Median Salary ^a
Occupation								
General maintenance worker	10.77	10.00	12.52	11.98	10.50	9.50	10.88	22,360.00
Motor vehicles worker	18.60	13.85	—	—	15.00	14.05	15.38	31,668.00
Forklift driver	12.00	10.45	—	—	12.92	9.25	11.16	23,202.40
Guard I	6.50	5.00	—	10.56	6.50	5.25	6.76	14,064.96
Janitor	6.80	4.50	10.23	—	18.26	4.75	8.91	18,528.64
Material handling laborer	—	6.25	9.38	—	—	7.38	7.67	15,953.47
Shipping and receiving clerk	9.40	8.52	11.15	10.25	—	9.25	9.71	21,717.44
Truck drivers Medium trucks	14.96	11.73	—	—	10.40	9.82	11.73	24,390.55
Tractor trailers	14.00	15.55	—	—	13.95	10.15	13.41	26,832.00
Warehouse specialist	11.95	10.00	—	—	12.75	7.71	10.60	22,053.20
File clerk (general)	5.07	3.42	3.76	4.10	4.60	4.23	4.20	8,770.00

^a Calculated using median wages, a forty-hour work week, and fifty-two work weeks excluding sites for which information is not available.

Box 5.1 Parents' Fair Share Program Components

Employment and training The centerpiece of the Parents' Fair Share program was a group of activities designed to help participants secure long-term, stable employment at a wage level that would allow them to support themselves and their children. Because noncustodial parents vary in their level of employability, sites were strongly encouraged to offer a variety of services, including job search assistance and opportunities for education and skills training. In addition, because it is important to engage participants in income-producing activities quickly to establish the practice of paying child support, sites were encouraged to offer opportunities for on-the-job training, paid work experience, and other activities that mix skill training or education with part-time employment.

Enhanced child support enforcement A primary objective of Parents' Fair Share was to increase support payments made on behalf of children living in single-parent households that are receiving welfare. Success meant that participants' earnings were translated into regular child support payments. Although a legal and administrative structure already existed to establish and enforce child support obligations, demonstration programs had to develop new procedures, services, and incentives in this area. These included steps to expedite the establishment of child support awards and flexible rules that allowed child support orders to be reduced while noncustodial parents participated in Parents' Fair Share and then to be raised quickly when they got a job or stopped participating.

Peer support Background research and the pilot phase suggest that employment and training services, by themselves, will not lead to changed attitudes and a pattern of regular child support payments for all participants. Education, support, and recognition may be needed as well. Thus demonstration programs were expected to provide regular support groups. The purpose of this component was to inform participants about their rights and obligations as noncustodial parents, to encourage positive parental behavior and sexual responsibility, to strengthen their commitment to work, and to enhance their life skills. The component was built around a curriculum, known as Responsible Fatherhood, that was supplied by MDRC. The groups sometimes included recreational activities, mentoring arrangements using successful Parents' Fair Share graduates, or planned parent-child activities.

Mediation Often disagreements between custodial and noncustodial parents about visitation, household expenditures, lifestyles, child care, and school arrangements—and the roles and actions of other adults in their children's lives—influence the pattern of child support payment. Thus demonstration programs provided opportunities for parents to mediate their differences using services modeled on those now provided through many family courts in divorce cases.

Table 5.1 Participation in Parents' Fair Share Activities within Twelve Months of Referral among Qualitative Research Sample and Participants in PFS Program Group

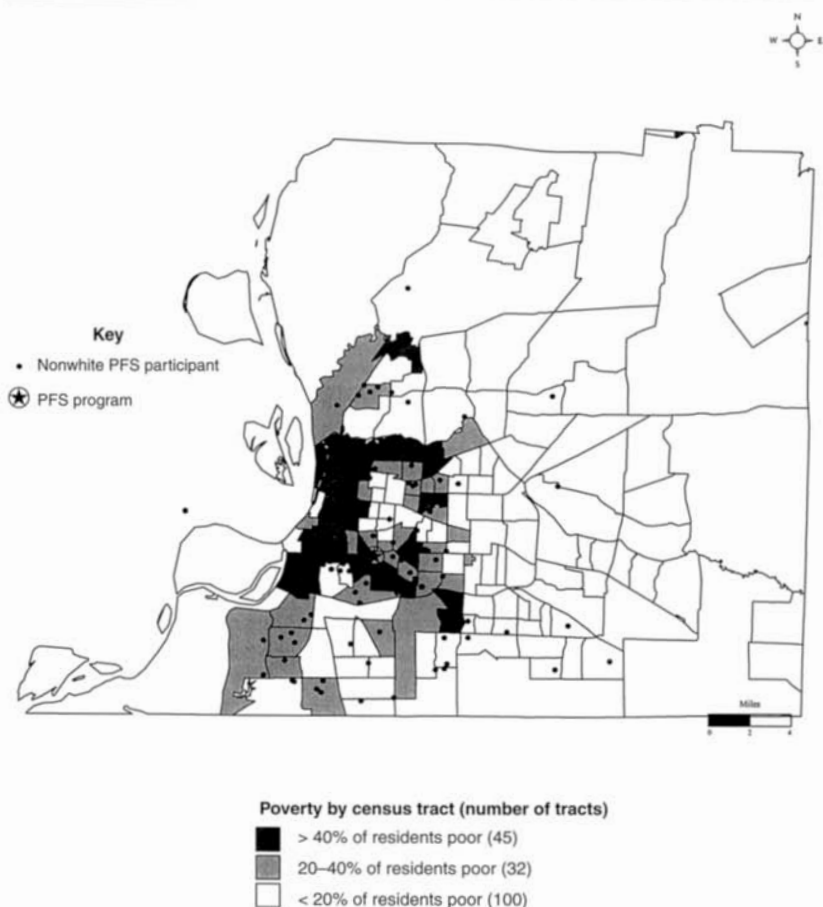
Sample and Measure	Qualitative Research Sample ^a	Participants in PFS Program Group ^a
Ever participated (percent)		
Any PFS activity	96.0	100.0
Peer support	88.0	90.9
On-the-job training	28.0	15.8
Skills training	20.0	10.9
Job club	80.0	71.9
Job readiness	72.0	54.0
Basic education	16.0	15.7
Mediation	0.0	3.7
Average number of sessions attended for those active in identified activities		
Any PFS activity	73.3	43.7
Peer support	18.2	14.2
On-the-job training	30.1	43.3
Skills training	60.0	50.4
Job club	15.3	11.2
Job readiness	15.4	11.5
Basic education	61.5	26.2
Mediation	0.0	1.1
Sample size	25	1,334

Source: MDRC calculations from data in the Parents' Fair Share management information system.

^a A subgroup of the full qualitative research sample, as of July 1995. This sample was chosen to allow sufficient follow-up of participation in PFS activities.

^b Includes all noncustodial parents referred to Parents' Fair Share, including parents who entered PFS as of July 1995.

Figure B.7 Location of PFS Participants by Poverty Status for Shelby County, Tennessee (1990)



Source: Manpower Demonstration Research Corporation analysis of 1990 census data and Parents' Fair Share administrative records.

Notes: Participants include NCPs randomly assigned prior to July 1995.

Table I.1 Summary of Characteristics of Participants in the PFS Qualitative Sample

Participant	Site	Age	Race/ Ethnicity	Number of Children	Marital Status
Antonio	Los Angeles	40	Latino	2	Divorced
Arron	Los Angeles	20	Black	5	Single
Ben	Los Angeles	40	Black	7	Divorced
Big Joe	Grand Rapids	25	Black	7	Married
Bo	Trenton	32	Black	4	Single
Bob	Dayton	26	Black	5	Single
Chris Adam	Trenton	20	Black	2	Single
Claudio	Los Angeles	40	Latino	3	Divorced
Derrick	Springfield	26	Black	2	Single
Edmond	Jacksonville	36	White	1	Single
Fila-G	Memphis	36	Black	7	Divorced
G Man	Los Angeles	31	Black	5	Divorced
Geraldo	Los Angeles	43	Latino	3	Divorced
Hollywood	Grand Rapids	23	Black	1	Single
Jah	Trenton	29	Black	2*	Single
Jason	Dayton	32	White	2	Married

Living Situation	Past Employment	Education			Vocational Training
		Some HS	HS Grad	Beyond HS	
w/girlfriend	Mechanic	Yes			Mechanic
w/girlfriend and children	Part-time/temp	Yes			
Alone	Electrical		Yes		
w/wife and children	Part-time/temp/drugs	Yes			
w/girlfriend and children	Medical supply driver	Yes			Truck driving
w/mother	Part-time/temp/drugs		Yes		
w/girlfriend	Service industry/drugs	Yes			
w/girlfriend and her children	Physical ed.	Yes			Trainer/arts
w/girlfriend and children	Warehouse	Yes			
Alone	Computer			Yes	
Alone	Part-time/temp/drugs		Yes		
w/girlfriend	Mechanic		Yes		Army
Alone and w/stepson	Entrepreneur		Yes	Yes	
w/mother and alone	Part-time/temp	Yes			
w/girlfriend and children	Sanitation		Yes		
w/second wife and stepchild	Auto body repairman		Yes		

(Table continues on p. 222.)

Table I.1 *Continued*

Participant	Site	Age	Race/ Ethnicity	Number of Children	Marital Status
Jasper	Grand Rapids	37	Black	1	Single
Jonesy	Los Angeles	41	Black	3	Divorced
Junior	Jacksonville	42	Black	3	Single
Kenny	Trenton	25	Black	2*	Single
Lover	Los Angeles	28	Black	3	Widower
Mack	Grand Rapids	27	Black	4	Single
Marcus	Los Angeles	26	Black	1	Divorced
Nelson	Memphis	36	Black	3	Single
Ralph	Trenton	40	White	1	Divorced
Sly	Trenton	19	Black	1	Single
Trane	Los Angeles	36	Black	3	Divorced
Tyler	Los Angeles	27	White	2	Single
Tyrone	Jacksonville	51	Black	5	Divorced
Ventura	Springfield	23	White	1	Single
Viceroy	Grand Rapids	22	Black	2*	Married**
Willie	Memphis	37	Black	2	Married

*Participant's second child was born after entering PFS.

**Married his current wife at the time of the study.

Living Situation	Past Employment	Education			Vocational Training
		Some HS	HS Grad	Beyond HS	
Alone	Warehouse		Yes		
Alone	Entrepreneur		Yes	Yes	Army
w/mother and alone	Warehouse	Yes			
w/mother	Service industry	Yes			
w/relatives and alone	Fashion	Yes		Yes	Army
w/girlfriend and children	Service		Yes		Army
w/mother	(Jail)	Yes			
w/mother	Construction	Yes			
Alone	Transportation	Yes			Truck driving
w/mother	Service industry	Yes			
w/girlfriend	Food industry		Yes		
w/mother and alone	Construction	Yes			Carpentry
Alone	Mechanic	Yes			Mechanic
w/parents	Construction	Yes			Carpentry
w/wife and child	Warehouse		Yes		
w/wife and child	Mechanic/ music		Yes	Yes	