CONTENTS

	Foreword	xi
	Preface	xiii
	1 Welfare Reform: Historical Context and Current Issues *Demetra Smith Nightingale*	1
PART ONE	**Diagnosing the Problem**	15
	2 Making Work Work: Welfare Reform in the 1990s *Nathan Glazer*	17
	3 Outlook for the U.S. Labor Market and Prospects for Low-Wage Entry Jobs *Rebecca M. Blank*	33
	4 Employment Prospects of Welfare Recipients *Gary Burtless*	71
PART TWO	**The Search for Solutions**	107
	5 Subsidized Employment and Non-Labor Market Alternatives for Welfare Recipients *Rebecca A. Maynard*	109
	6 Stimulating Employment and Increasing Opportunity for the Current Work Force *Laurie J. Bassi*	137
	7 Out-of-Welfare Strategies for Welfare-Bound Youth *Hillard Pouncy and Ronald B. Mincy*	157

PART THREE **Conclusions: Expectations and Realities** 183

8 The Clinton Alternative to "Welfare as We Know It": Is It Feasible? *Robert H. Haveman* 185

About the Editors 203

About the Contributors 205

List of Conference Speakers 207

Index 209

Tables

3.1 Changes in U.S. Population and Employment, 1960–90 35
3.2 U.S. Unemployment Rates by Race, Age, and Gender, 1993 37
3.3 Distribution of U.S. Unemployment across Skill Levels, March 1992 39
3.4 Average Weekly Earnings by Years of School and Sex among Employed Nonelderly Adults in United States (in 1992 Dollars) 42
3.5 Distribution of Wages by Education Category in United States, 1979 and 1992 44
3.6 Current Occupational Distribution and Past and Projected Occupation Change in United States 48
3.7 U.S. Labor Force Participation Rates by Skill Level, 1979–92 55
3.8 Distribution of Individuals in Wage Quintile by Family Income Quintiles in United States: 1991 and 1992 59
4.1 Characteristics of AFDC Caseload, 1979–91 76
4.2 Employment Qualifications and Employment Status of 25-Year-Old Women 77
5.1 Reasons for Welfare Recipients' Job Loss Reported in Previous Studies 124
7.1 Employment Probability of Men and Women in the Philadelphia PMSA 164
7.2 Eighth-Grade Skill Levels, Philadelphia Metropolitan Area by County 165

7.3 Racial Composition of National Youth Apprenticeship Initiative, 1992–94 168
7.4 Gender Composition of National Youth Apprenticeship Initiative, 1992–94 170
8.1 Poverty Population and Real Cash and Near-Cash Transfer Program Expenditures 188
8.2 Median Income of Persons 25 and Over, by Educational Attainment and Gender 190

Figures

3.1 U.S. Unemployment Rates by Sex: Civilians, Ages 16 and Over 36
3.2 U.S. Unemployment Shares in Bottom Quintile (Based on Annual Weeks of Unemployment) 38
3.3 Share of Part-Time Work by Women and Men in United States 53
4.1 Average Hourly Wage of Young Women in NLSY, 1979–90 79
4.2 Hourly Wages at Selected Points in the Wage Distribution of Young NLSY Women, 1979–90 80
4.3 Trends in Real Wages by Educational Attainment and AFQT Score 81
4.4 Fraction of NLSY Women with Wage Earnings in Previous Year, 1979–90 83
4.5 Actual and Predicted Earnings among Women who Received AFDC in 1979–81 84
4.6 Growth in Real Hourly Wages, 1979–92 90
4.7 Change in U.S. Women's Annual Earnings by Age and Educational Attainment, 1979–89 91
4A Trends in Real Wage Distribution, 1979–90 104
5.1 Work Experience of AFDC Recipients in Last 5 Years 112
5.2 Reasons for Deferral from Jobs: Riverside GAIN Program 113
5.3 Percentage of AFDC Recipients not Meeting Minimum Skills Requirements 117
5.4 Reasons AFDC Recipients Were not Working 119

7.1 Change in Manufacturing Production Jobs in Philadelphia Consolidated Metropolitan Statistical Area, 1977–87 162
7.2 Change in Service Jobs in Philadelphia Consolidated Metropolitan Statistical Area, 1977–87 163
7.3 Three Patterns for Reducing Bias in Employer-Financed Training 174