

California State University, San Bernardino

CSUSB ScholarWorks

Theses Digitization Project

John M. Pfau Library

2012

Stage 3 childcare and child welfare: A social worker's persepective

Cristina Morales

Timothy Charles Seibert

Follow this and additional works at: <https://scholarworks.lib.csusb.edu/etd-project>



Part of the [Social Work Commons](#)

Recommended Citation

Morales, Cristina and Seibert, Timothy Charles, "Stage 3 childcare and child welfare: A social worker's persepective" (2012). *Theses Digitization Project*. 4173.

<https://scholarworks.lib.csusb.edu/etd-project/4173>

This Project is brought to you for free and open access by the John M. Pfau Library at CSUSB ScholarWorks. It has been accepted for inclusion in Theses Digitization Project by an authorized administrator of CSUSB ScholarWorks. For more information, please contact scholarworks@csusb.edu.

STAGE 3 CHILDCARE AND CHILD WELFARE:
A SOCIAL WORKER'S PERSPECTIVE

A Project
Presented to the
Faculty of
California State University,
San Bernardino

In Partial Fulfillment
of the Requirements for the Degree
Master of Social Work

by
Cristina Morales
Timothy Charles Seibert

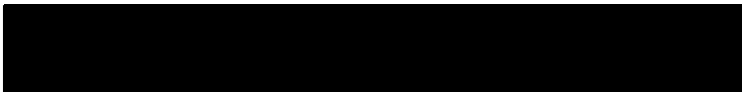
June 2012

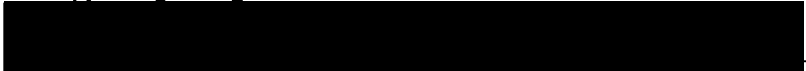
STAGE 3 CHILDCARE AND CHILD WELFARE:
A SOCIAL WORKER'S PERSPECTIVE

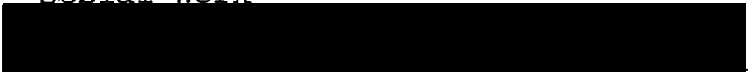
A Project
Presented to the
Faculty of
California State University,
San Bernardino

by
Cristina Morales
Timothy Charles Seibert
June 2012

Approved by:


Dr. Jennifer Pabustan-Claar,
Faculty Supervisor, Social Work


Dr. Janet Chang, Faculty Supervisor,
Social Work


DeAnna Avey-Motikeit, Director,
Children and Family Services


Dr. Rosemary McCaslin,
M.S.W. Research Coordinator

6/4/12
Date

ABSTRACT

There are a number of reasons for the referrals and resulting cases received from the Child Abuse hotline. General neglect allegations represent the largest percentage of these referrals. General neglect allegations address an inability of a parent to provide for and protect his or her children. Single-parent families are beset with fewer resources than two-parent families, so the loss of a service such as a childcare subsidy can have devastating effects on the family and children. Stage 3 childcare funding was an asset and resource to families making the transition from welfare to work since 1997. On November 1, 2010, government subsidy of the Stage 3 childcare funding ceased. The First 5 organization temporarily funded this childcare subsidy program but as of May 2011, that funding also ended.

This study examined the perceptions of the social workers currently employed by Children and Family Services in San Bernardino County on the effects a loss of childcare subsidy played on the number of referrals and subsequent open cases. The effects to the single-parent family were weighed against the two-parent

family from the perception of the social worker who would experience the effect in increased workload. Social worker's perception and opinion were garnered in a qualitative measure, by use of a questionnaire, which revealed the expected impact on the workload and gauged current knowledge of the potential effects of the loss of Stage 3 funding. This study is presented not only to give current social workers a voice, but also to help understand how ancillary-funding programs, such as subsidized childcare, have a direct effect on society in the form of ameliorating child neglect and abuse.

ACKNOWLEDGMENTS

The writers would like to thank Project Supervisor, Dr. Jennifer Pabustan-Claar for her attention to detail, direction, assistance, positive attitude, and guidance in the writing of this thesis.

The writers would also like to express sincere gratitude to the County of San Bernardino, Children and Family Services Department for providing us with the opportunity to complete the research study. Special acknowledgements to the Director of Children and Family Services, DeAnna Avey-Motikeit; Deputy Director, Mae Harris-Oglesby; Managers, Gregory Conkin and Joyce Jones; and Supervisors, Ryan Berryman, Latricia Mathis, and Willem Vanderpauwert. Their support and guidance was invaluable.

DEDICATION

I would like to thank my husband, James Morales for his unconditional love and enduring support during this journey. I would also like to thank my daughter, Grace Kathleen Lopez for inspiring me to continue my education. Thanks to Morgan and Nathan for the much needed smiles and hugs. Sincere thanks to those friends and family who have guided and supported me during this process, without your love and support, I would not have been able to accomplish this goal. A final thank you to my thesis partner Tim Seibert for encouraging me along the way.

Cristina Morales

This thesis could not have been completed without the love, motivation, and support of my wife, Karen Seibert. I would also like to thank my children, Jamie Seibert, Veronica Seibert, and Matt and Tara Wilson for their patience and love. Further accolades go out to my parents, Charles Seibert, Roland and Kathleen McWhinney, and Maxine Sant for believing in me and providing inspiration. Thanks to my fellow students, co-workers and friends for encouragement. A final thank you is to my wonderful thesis partner, Cristina Morales.

Tim Seibert

TABLE OF CONTENTS

ABSTRACT	iii
ACKNOWLEDGMENTS	v
CHAPTER ONE: INTRODUCTION	1
Problem Statement	2
Purpose of the Study	6
Significance of the Project for Social Work	9
CHAPTER TWO: LITERATURE REVIEW	
Introduction	12
The Single-Parent and Two-Parent Family	13
Income and Employment	15
Childcare Subsidy	19
Welfare Reform	20
Theories Guiding Conceptualization	24
Limitations to the Study	26
Summary	27
CHAPTER THREE: METHODS	
Introduction	29
Study Design	29
Sampling	32
Data Collection and Instruments	33
Procedures	34
Protection of Human Subjects	36
Data Analysis	37

Summary	37
CHAPTER FOUR: RESULTS	
Introduction	39
Presentation of the Findings	39
Quantitative Analysis	39
Correlational Analysis	45
Summary	49
CHAPTER FIVE: DISCUSSION	
Introduction	51
Discussion	51
Limitations	55
Recommendations for Social Work Practice, Policy and Research	56
Conclusions	58
APPENDIX A: QUESTIONNAIRE	60
APPENDIX B: INFORMED CONSENT	64
APPENDIX C: DEBRIEFING STATEMENT	66
APPENDIX D: DEMOGRAPHICS	68
APPENDIX E: FREQUENCIES	72
APPENDIX F: CORRELATIONS	82
APPENDIX G: T-TEST	88
REFERENCES	90
ASSIGNED RESPONSIBILITIES PAGE	92

CHAPTER ONE

INTRODUCTION

This chapter identified some of the problems faced by families who have lost their CalWORKs Stage 3 subsidized childcare funding because of the budget cuts imposed by the State of California. The research is presented to measure the impact in the loss of benefit from the eyes of the social worker as it related to abuse or neglect to the children in these families. The data obtained gathered social workers' perspectives regarding this at risk population of children and their parents in an effort to determine the ramifications of the loss of this benefit.

The San Bernardino County Sun staff writer James Rufus Koren completed a series of articles concerning the CalWORKs Stage 3 funding. His articles followed the story line and allowed the reader to understand how many families with children this childcare cut affected. The articles provided data of approximately 4000 children affected in San Bernardino County.

A quote delivered in the 10/29/10 Sun article from Howard, who is president of the Inland Empire Family

Childcare Association, stated that the temporary funding would help the affected parents because "They haven't made arrangements. They're still not sure what they're going to do" (Para. 7). Since that time, the subsidized childcare funding lost the temporary funding; thus, the impact to the family is felt.

This sentiment appeared to be gaining momentum because unfortunately there was not an alternative or option for the parent, especially the single parent, to seek when they lost the childcare subsidy.

Problem Statement

This thesis centers on establishing the relationship between a parent's employment status and the impact the loss of funding from CalWORKs Stage 3 childcare funding might have on child abuse. California has battled budgetary concerns for several years and there have been cuts to many social service programs in recent years. While in office, Governor Schwarzenegger signed a bill eliminating CalWORKs Stage 3 funding that began on November 1, 2010. CalWORKs Stage 3 funding was installed in 1997 as a safety net for families to receive subsidized childcare for working parents if the household

is below 75% of the state median income, and the children are under the age of 13 (Pennington, 2010). The childcare funding was intended to alleviate the strain of childcare costs on families that struggled to maintain themselves above the poverty level. For many, this subsidy was the only reason they could work and stay off "welfare." The California Department of Education estimated that more than 81,000 children fit into this category and will be directly affected by the loss of the childcare benefit (Goldman, Salus, Wolcott, & Kennedy, 2003).

Temporary Assistance to Needy Families (TANF) is a subsidiary of the CalWORKs program meant to be a short-term solution providing families an opportunity to get back on their feet in times of struggle (Shlay, 2010). Stage 3 childcare subsidized funding supported this effort by subsidizing childcare for families where parents were employed but still struggling to maintain minimal community standards as outlined by the Welfare and Institution Codes (WIC), section 300. The ability to stay off public assistance is a daily struggle for many and the assistance received by the childcare funding is crucial. The loss of funding for the Stage 3 childcare subsidy program crippled the economic lives of many

parents who struggle to maintain their families above the poverty level and stay off cash aid.

The funding loss of nearly \$256 million, which was eliminated from the 2011 budget year, disabled the program that benefited the low-income families transitioning off welfare through employment (First 5 LA, 2010). The California State Department of Education (2010) estimated that more than 60,000 families were directly affected by the cuts. Temporary funding was found by outside agencies such as First 5 and local charities; but inevitably, that source ceased as of May 2011. A long-term funding option from federal and state coffers is necessary to cover the amount of funding needed for the Stage 3 childcare subsidy program. Without this subsidy, childcare quality and cost becomes a tenuous game of "give and take" with the parent having to decide if the cost-benefit is worth even working. Often the choice becomes one of necessity and convenience, rather than one of competitive analysis based on quality of service.

The concerns associated with these childcare cuts can be found throughout agencies such as San Bernardino County's Children and Family Services (CFS) with a clear

and direct effect on the current clients of CFS along with new clientele because of the removal of this program. Key components to general neglect allegations often lie in poverty, lack of resources, and drug/alcohol abuse. General neglect referrals are received at a rate of 2.5 to one over other WIC 300 codes with physical abuse being next in numbers of substantiated allegations (Safe Measures, 2010). A substantiated disposition on an allegation is determined when neglect or abuse to children is found to be existing or true in the home by the investigating social worker. An inconclusive disposition is one where there are indicators that neglect or abuse may be occurring to children in the home but there is not enough evidence present to support a substantiated finding. A disposition determined as unfounded is used when the allegations are proven untrue or a lack of evidence is available to support the concerns in the referral.

It is important to establish if there is a link between the proposed cuts and an increase in child abuse referrals. The expected correlation can perhaps be important in giving a voice to the effected parents to advocate for continued funding. The lack of subsidized

childcare will have a lasting impact that will reach farther than the expected increase in child abuse referrals. For parents who are barely treading water, the loss of this funding can create a domino effect that may devastate the family and reverse years of hard work by the parents towards becoming self-sufficient.

Purpose of the Study

The purpose of this study was to address social worker concerns associated with the loss of childcare funding and the effect it may have on increased child abuse referrals. The loss of subsidized childcare may lead to an increased stress level for the parent, thus increasing the likelihood of abuse. It cannot be assumed that because a parent does not have subsidized childcare he or she will abuse his or her children, but it can be reasonably expected that there will be an increase in reports of abuse or neglect. There are thousands of referrals received by CFS on a monthly basis. Many of these referrals do not rise to the level of court intervention but are merely families struggling and in need of resources. Some of these needed resources may include childcare, transportation, food resources,

utility resources, rental assistance, and job-seeking assistance.

The County of San Bernardino has not been immune to budget cuts from both state and county funding sources. These cuts have caused workforce reductions in the form of layoffs, furloughs, and attrition that further burdens the existing County Child Welfare labor force. The loss of Stage 3 childcare funding may contribute to increased workload that could result in a lower quality of social work to the client. The client who has increased needs would look to the social worker to provide him or her with guidance and support at a time when the social worker may be feeling overwhelmed because of the increased workload and could not give the client the support he or she needs. The research suggests that the loss of childcare funding would not only increase the number of reported instances of abuse but would also increase the number of cases that required court intervention. The expected increase in cases would result in a need for increased resources to help the clients stabilize and allow CFS the confidence to remove themselves from the clients' lives with the knowledge

that the family could advocate for themselves and could support themselves adequately.

The current study used a qualitative method. Data were collected through questionnaires completed by San Bernardino County CFS social workers. This effort was made to obtain social worker views on the impact the loss of childcare funding may have on his or her caseloads.

There are two types of social workers within CFS:

"intake" and "carrier" workers. Although there are other specialized workers as well, they generally fall into one of these two categories. The researchers surveyed social workers using questionnaires with the option of a face-to-face interview. The use of this method allowed the social workers the opportunity to voice his or her opinion in a convenient manner. The questionnaire was delivered to four CFS offices including the eastern, central, and two western region offices.

This tool allowed social workers to provide their perspectives on two main issues: the perceived impact the loss of childcare funding might have on child abuse referrals and the potential impact on the social workers' caseload. The use of this method allowed the social workers the opportunity to provide some insight regarding

the effect the loss of this funding might have on their respective positions. The goal was to gauge and measure the opinion of the social workers who would experience the direct effect of this funding cut.

Another aspect of the study entailed the questionnaire acting as an educational tool for the social workers working within CFS. The study could also offer the social worker view to legislative discussion in future funding proposal talks.

Significance of the Project for Social Work

The project design was exploratory with the purpose of adding information to existing data and knowledge. The loss of subsidized childcare funding is likely to have an impact on society; thus, there is a need to determine what interventions, if any can be implemented to assist with families whose children may be at risk of neglect or abuse due to the lack of adequate and appropriate childcare.

There were more than 3,500 referrals for child abuse or neglect in San Bernardino County in the month of October 2010 (Safe Measures, 2010). This accounted for approximately eight percent of the total referrals

throughout the state of California. Using the data from Safe Measures, a baseline measurement could be established and totals can be reviewed to determine trends throughout the state and county (Safe Measures, 2010). Unfortunately, this correlation will not draw an absolute cause and effect, as there are multiple other variables that cannot be filtered through this data system.

This research project utilized qualitative research methods. The view of the social workers directly affected by the increase of child abuse referrals is critical to the formation of cumulative data for this project. The research question submitted is as follows: "What is the social worker perspective on the loss of CalWORKs Stage 3 subsidized childcare funding in relation to a likely increase of child neglect and abuse investigations and juvenile court filings."

This research project was designed to gauge the opinion of current social workers to the potential problem of a loss of subsidized childcare. Assessment is used to determine if there is an unmet need and the possible environmental effect, such as access to service (Organista, 2009). A competent social work assessment is

necessary to understand a societal concern such as child maltreatment. This study utilized available information from a questionnaire designed to gather opinions of social workers to be proactive in determining potential problem areas. This research falls under the definition of the assessment phase of the generalist practice as the potential risk to children was explored to understand and address the need of access to essential social service programs.

CHAPTER TWO

LITERATURE REVIEW

Introduction

Stage 3 subsidized childcare in San Bernardino County is no longer receiving supplemental funding provided by First 5. As of May 2011, the childcare stipend to welfare participants in the County of San Bernardino was discontinued. The purpose of the literature review was to establish the relationship between the childcare stipends as prevention to child abuse. Literature was presented that supports the loss of income and poverty as a strong indicator of child abuse and neglect.

Literature also delved in the factor of the single-parent family in comparison to the two-parent family as it related to employment, childcare, and the propensity of child abuse or neglect. Available literature revealed that the lack of resources of the single parent family led to a dependency on stipends such as childcare funding. When this type of access to services is cut, the effects are more pronounced to the single parent family.

The following literature resources were presented to offer a clear view of the connection between the loss of Stage 3 childcare and an increase of child neglect and abuse investigations and cases. The research articles supported the contention for continued funding of Stage 3 childcare by the County of San Bernardino. The literature sections are presented on four sections including research on the single and two-parent family, income and employment, childcare subsidy, and child welfare reform. A final section noting limitations to the study was offered before the conclusion of this section.

The Single-Parent and Two-Parent Family

The following articles for review focused on family structure, with specific reference to the single-parent family, in relation to neglect and abuse cases. The articles related information concerning how the single-parent family structure affects the potential for child neglect and abuse.

The first article to discuss and review is an article by Gelles (1989). The article asserted that children in single-parent households are at a higher risk of abuse than children from a two-parent family (Gelles,

1989). This information is validated by statistics 14 years later from the U.S. Department of Health and Human Services (2003), which confirms the increased likelihood of single-parent families with incomes below the poverty line contributing to child neglect at a higher rate.

Gelles' (1989) study used a sample size of 6,002 households from the Second National Family Violence Survey, testing three explanatory hypotheses concerning increased violence risk to children. Data was collected using phone interviews from a qualified data set, which included currently coupled families, previously coupled families, and single parents with a child younger than 18 in the home. The study confirmed that children in a single-parent family were more likely to suffer abuse with a direct association due to the absence of one parent along with the influence of poverty (Gelles, 1989).

Turner, Finkelhor, and Ormrod's (2007) research provided support to the contention that the single-parent family is more likely to live in an environment that is conducive to a higher rate of child abuse and neglect. The correlation is built between the stress and burden of being the sole provider as a contributor to the abuse.

The paper used a sample size of 1,000 children, ages 10 to 17, from single-parent families (Turner, Finkelhor, & Ormrod, 2007). A random digit dial method was used to gain a 45-minute phone interview conducted with the parent or parents of 1,000 children living within the United States. Findings of the survey revealed that children in the single-family structure experienced a higher level of victimization and an increase of family problems (Turner, Finkelhor, & Ormrod, 2007). The most significant problem area that contributed to this higher level of victimization for single parents were socioeconomic status and residence, which includes an environment that is more dangerous and violent.

Income and Employment

The following articles presented research designed to establish the relationship between income and employment in relation to child abuse and neglect. Berger's (2005) research offers a viewpoint on the variables of family structure and socioeconomic factors. The study used probit and ordered-probit models to explore the relationships between income and single parent families from a sample size of 2,760 families with

children, as provided by the National Family Violence Survey (Berger, 2005).

The method used by Berger's (2005) study was a telephone survey to families whose children were identified as victims of physical abuse. The sampling came from the families already identified in the National Family Violence Survey, which was composed of 2,290 two-parent families and 470 single-parent families (Berger, 2005). The study explored the relationships between physical violence, income, and family characteristics for children in single and two parent families.

The Berger (2005) study has a strong scientific framework and offers insight into the factors that determine whether a child is more or less likely to be abused or neglected due to family size and socioeconomic factors. Due to under-reporting, this study may underestimate the number of actual child neglect and abuse cases. The results of Berger's (2005) study revealed that income is significantly related to physical violence of children in single-parent families. The study also showed that in single parent and two-parent

families', depression and maternal alcohol use affect the probability a child would be abused (Berger, 2005).

Sidebotham, Heron, and ALSPAC (2006) asserted that employment by the single-mother family unit decreased the likelihood of investigations of child abuse and substantiated findings. The findings came from a longitudinal study of parents and children (ALSPAC) using 14,256 participants from suspected child maltreatment in the United Kingdom (Sidebotham, Heron, & ALSPAC, 2006). The study used multiple factors within a comprehensive theoretical framework that is data-oriented and can be considered to be from the economic framework. The data were collected from obstetric appointments and questionnaires completed by the parents. Social networks and parental employments were shown to lower the chances of reports made to child abuse services (Sidebotham, Heron, & ALSPAC, 2006). Prasad's (2001) study expands on the work by Sidebotham, Heron, and ALSPAC by offering data concerning both unemployed and employed mothers and the relationship to physical abuse.

Prasad's (2001) study used a sample size of 133 dual earners and 136 single earner families with the aim of exploring the relationship between a working mother and

violence toward children. The data was gathered from random sample phone interviews. The study found substantial evidence to support that single mothers who are employed are less likely to abuse or neglect their children (Prasad, 2001). A significant component revealed how stress and economic situations increased when the income of the parent decreases, which is the basis where a lack of childcare will increase child abuse by lowering socioeconomic standards and resources.

In another work by Sidebotham, Heron, and ALSPAC (2006), the correlation between abuse of a child and employment is explored. This study is based on a sample of 14,256 using obstetrics data with parental surveys. Results imply that maternal employment reduces the risk of child abuse investigations and children placed on the child protection register (Sidebotham, Heron, & ALSPAC, 2006). Poor social networks also increased the risks of investigations and registry in the child protection agency.

This article gives strong credence to maternal employment reducing the risk of child abuse while poor social networks contributed to an increase in child abuse

and neglect. These findings supported the prior articles by Berger (2005) and Prasad (2001).

Childcare Subsidy

The next article offered literature that highlights the importance of childcare subsidy and options to employment and income from the viewpoint of the single parent and two-parent families.

Basta's (2007) work delves into the arena of single mothers who are attempting to transition out of the welfare system and the hurdles they face in childcare. This article investigates the level of trust necessary between the parent and the childcare provider along with the need for increases in the choices of childcare providers. Basta (2007) reports that according to the Self-Sufficiency Standard, a single mother, with one infant and one school-aged child would need to make \$19.74 per hour as opposed to \$12.04 per hour with a childcare subsidy. These numbers reflect being able to meet basic monthly expenses.

The study used an ethnographic decision tree methodology to explain childcare related issues of selection of the provider and whether or not to use the

subsidy (Basta, 2007). Participants were selected from mothers who responded to a flyer advertising a welfare advocacy group (Basta, 2007). Twenty participants were chosen as a representative sample of the larger population. The findings indicated that the mother's chief concerns over the selection of childcare centered on childcare safety and quality. The parents selected center-based options and the Head Start program as the preferred choice over babysitters (Basta, 2007). The selection of a childcare provider was limited on both safety and quality when the childcare subsidy was not factored in (Basta, 2007).

The work of Basta (2007) allows the reader to understand the importance of support for the single-parent family. This support can buoy the single mother, which in turn, increases the likelihood that the children in these families will also find safety and the opportunity to be raised in a higher socioeconomic environment.

Welfare Reform

The previously reviewed articles gave a foundation to the thesis while the next three add current relevance

as it pertains to welfare reform, welfare programs, and childcare subsidy recipients. The research studies highlighted the effects when support systems are removed and the resulting stressors are recognized.

Myer's, Heintze, and Wolf's (2002) study uses data from four separate counties with a sample of 3,824 with a 60% completion rate. They used phone surveys as the vehicle of data gathering with an initial interview and an 18-month follow-up call. The sample was low-income single mothers with a focus on questions concerning if they qualified for the subsidy, and if they did, would it affect her ability to become employed (Myer's, Heintze, & Wolf, 2002).

According to Myer's, Heintze, and Wolf (2002), because welfare reform required more work hours from the recipient, this has increased the childcare cost. Many recipients of welfare do not even qualify for childcare subsidies. The cost of childcare becomes an "insurmountable barrier" to being employed while trying to transition off welfare to those who do not qualify for the subsidy (Myer's, Heintz, & Wolf, 2002). The study followed families who qualified and received the subsidy to examine whether they could transition off welfare.

Myer's et al. (2002) asserts that childcare subsidy would increase employment rates by 50%, which allows one to make a connection on the loss of subsidy to an increase in unemployment and poverty.

The study's method of data collection was the use of phone surveys. While the study offers ample statistics to bolster their claim, the concern relies in an estimated effect on a labor market from the employed single mother using subsidized childcare (Myers et al, 2002). The article focuses on allowing more parents to qualify for the subsidy, which allows more parents to transition off welfare.

Gennetian, Crosby, Huston, and Lowe's (2004) study on childcare subsidy focused on the ability of parents to provide affordable childcare while they are employed and how this stipend leads to financial stability of the welfare recipient. Low-income parents have to pay an average of 19% of their income to childcare, which impedes their ability to break free from poverty status (Genetian et al, 2004).

Gennetian et al. (2004) used data from nine experimental evaluations including tests from 21 different welfare and educational programs, which

entailed over 20,000 responses. The sample size consisted of single parent families on welfare rolls. Results report that the childcare subsidy is an effective means of stabilizing the family and ensuring child health and safety (Genetian et al., 2004). The parents noted that the quality of childcare provided by the childcare subsidy enhanced their children's school performance while lessening problem behaviors.

While it can be argued that childcare is a key ingredient to success of the low-income parent, other variables such as the influence of transportation assistance, and the factors that contribute to a better or higher level of childcare resource are not accounted for. The measure of the low-income family making the transition off welfare due to the childcare subsidy cannot be directly linked through this study, but the influence cannot be denied and the effects of higher wage and income have effects that will benefit the thesis.

Fuller, Kagan, Caspary, and Gauthier (2002) offer some insight into the childcare options, like the previous two articles accomplished, but focus is found on breaking intergenerational poverty and dependence through affordable and higher quality childcare options. Fuller,

et al. (2002) analyzed data garnered from U.S. General Accounting Office, U.S. Census Bureau, and the National Survey of America's Families. The data offered insight into the trends and current data offered on childcare options, early education, and childcare setting as it relates to poverty.

Fuller, Kagan, Caspary, and Gauthier (2002) contend that the majority of welfare mothers rely on informal arrangements for childcare due to lack of funding and low-income positions of employment. The article further suggests that higher quality of care would benefit lower income families and provide the child with a better educational advantage in school (Fuller et al., 2002).

This study will enable the thesis to offer a view from a source of the childcare subsidy not only stabilizing the family while they transition from welfare but also that the stipend would allow the child a better chance to break the cycle of welfare.

Theories Guiding Conceptualization

This thesis envelops the impact of a loss of childcare subsidization on the single and two-parent families. The effects of a loss of a social program are

multi-faceted and create stress on the family system and individual. The ecological model explains this interplay between social systems and the individual, thus this theory provided the basis for the research.

The ecological model, as developed by Urie Bronfenbrenner, contends that there are multiple levels of causation for problems such as child maltreatment, including the individual, family, social structural, and sociocultural (Carlson, 1984). The interplay between these levels can affect the person simultaneously or independently. This model offers insight into child maltreatment by identifying multiple causes and effects that the environment has on a person or family (Carlson, 1984). In most cases, there is not just one issue that is the root cause of the problem but multiple concerns that affect the parent on different levels.

The ecological perspective is relevant to this study and offers a view of the individual as the environment that drives, shapes, and directs the person affects him or her. It offers insight into environmental influences such as the welfare department in programs such as the transitional assistance of Stage 3 childcare subsidies (Carlson, 1984). The loss of the funding becomes a loss

of support in the community and thus for the family and the individual. By acknowledging the influence of environmental systems on the family, government systems are better able to understand the far-reaching ramifications of funding choices.

Limitations to the Study

The articles provided in this literature review offered an extensive look into the effects of subsidized childcare on the probability of child neglect and abuse. Some factors to note included the difficulty of isolating one variable for what makes up socioeconomic status and what neighborhoods constitute a poor environment for a child to be raised in. The cause and effect can be seen in the data, but it does not narrow the independent variable down to one singular cause.

The quality of childcare is another area that is difficult to measure. The factors that constitute quality childcare may include multiple areas that can be generalized. Despite the limitations noted, the research literature offered a fair and accurate representation of an existing societal problem. The literature supports the contention that the loss of a childcare subsidy will

affect the number of child neglect and abuse cases in the County of San Bernardino.

Summary

The goal of this literature research was to locate studies and articles that would associate a lack of childcare with the loss of income, which can then be related to an increased likelihood of child neglect or abuse. While research continues, this association remains an important facet in "connecting the dots" and finding an avenue to answer the research question. This research study used ecological theory to drive the thesis as the factors found in the research center on the influences of environment as predictors to child abuse and neglect cases.

Key findings in the research presented include the higher proportion of single parent families with higher rates of violence to children, income below the poverty line and environments conducive to a higher rate of child abuse and neglect (Gelles, 1989). It was also found that employment of the single parent and two parent families decreased the number of investigations with lower substantiated findings (Prasad, 2001).

Further aspects revealed in the research included the importance of resources such as childcare subsidy to the quality of providers and the likelihood that the family can transition from welfare to work (Basta, 2007). The cost of childcare without a subsidy was shown to constitute an insurmountable barrier to self-sufficiency (Myer's, Heintz, & Wolf, 2002). The subsidy is shown to provide parents with better educational advantages, safety, quality of childcare, and lowered negative behaviors from their children (Fuller, Kagan, Caspary, & Gauthier, 2002).

The impact of a childcare subsidy is shown to be of benefit to the family who are struggling against diminished resources, poverty, lack of employment opportunities, and poor living environments (Fuller et al., 2002). The research reveals a correlation between employment and lowered child abuse allegations while highlighting an increase of child abuse cases to lower socioeconomic status. The value of childcare subsidy can be found in increased socioeconomic status, maternal employment, quality of childcare options, and lower child abuse and neglect allegations and substantiated findings.

CHAPTER THREE

METHODS

Introduction

This section presents the description of research methods used in this study. The chapter includes a description of the study design, sampling methods, data collection instruments used, procedures for gathering data, the efforts employed to protect the human subjects, and an outline of the data analysis.

Study Design

In 1997, the CalWORKs Stage 3 childcare subsidy program was implemented by the County of San Bernardino, Transitional Assistance Department (TAD) in an effort to assist parents receiving cash aid assistance to self-sufficiency through employment. Stage 3 childcare funding subsidizes payments for childcare for qualified parents to overcome the dependency of cash aid by removing the hurdle of paying for a babysitter.

In November 2010, the funding of this program was eliminated from the budget. The households affected included those below 75% of the state median income with children under the age of 13 (Pennington, 2010). The

California Department of Education estimated that more than 81,000 children fit into this category and would be negatively affected by this lack of childcare benefit (Goldman, Salus, Wolcott, & Kennedy 2003).

The purpose of this study was to gain the perspective of social workers in San Bernardino County CFS as it relates to the impact this loss of funding may have on the number of investigations and resulting court cases of child neglect and abuse with emphasis on the single-parent family.

The objectives of the study are to gain information from the perspective of the social worker to (1) examine the effects (increase, no effect, or decrease) of the loss of childcare funding on child abuse and neglect referrals and open court cases, (2) gauge social worker knowledge and understanding of the funding cut, and (3) assess the impact of this funding cut on single-parent families in comparison to two-parent families.

This study used a qualitative research method. This design was chosen to access and analyze data received from self-administered questionnaires with the opportunity for open-ended discussion in an interview.

The self-administered questionnaire provided the opportunity for the social worker to have an in-person interview to explore open-ended responses that benefit the perception, attitudes, and understanding of the social workers sampled.

The self-administered questionnaires were chosen because they are relatively inexpensive and offer the ability to gain data from the large sample necessary for this study. The expected limitations of the study design included the time constraint for gathering the data, an inability to use follow up questions if an in-person interview was not chosen, and the lack of sample size for the in-person interviews due to time frames of data collection.

The goal of the study was outlined in the research question of: "What is the current perception and knowledge of social workers from Children and Family Services within the County of San Bernardino as to the potential impact the loss of Stage 3 funding has to single-parent and two-parent families in relation to the number of child abuse and neglect referrals and court cases." The hypothesis is "According to Social Workers, child neglect and abuse referrals and cases in San

Bernardino County will increase for families due to the loss of Stage 3 subsidized childcare funding."

Sampling

The sampling population in which the data were collected were the Central, Eastern, and Western Regions of the Children and Family Services agencies in the County of San Bernardino. The director of CFS, DeAnna Avey-Motikeit, granted permission for the writers to submit the surveys to the social workers within the regions. This approval allowed us to employ data collection through self-administered questionnaires. A questionnaire, informed consent, and a debriefing statement were distributed to staff with the designation of being a Social Worker II (Bachelor's degree level) or a Social Service Practitioner (Master's degree level).

The questionnaires were delivered to the regional offices with a secure designated area for the worker to return the completed questionnaire. At the time the questionnaires were distributed, there were 253 Social Worker II's and Social Service Practitioners in the Central, Eastern, and Western regions of CFS. The secretary in each region distributed the questionnaires

to social workers having the classification of Social Worker II or Social Service Practitioner. The questionnaire included demographic information, Likert scale items, and several open-ended questions along with the option of having an in-person interview. The participants' questionnaire responses were coded and analyzed.

Data Collection and Instruments

This study used self-administered questionnaires (Appendix A), specifically created for this study. The survey questions included demographics, and open-ended questions. The demographic questions included gender, age, marital status, whether they have children, the number of children (if applicable), job title, job experience, and years of experience. The 15 questions were designed to gauge the perception and knowledge of the effect of the loss of the childcare subsidy.

The independent variables included the demographic information while the Stage 3 childcare funding questions in the Likert scale functioned as the dependent variables. The levels of measurement for this research study will be nominal and ratio due to the study design.

Limitations to the testing instrument involved the creation of the questionnaire, which was untested for validity or reliability. This concern was addressed with a pre-test on fellow students in the Master of Social Work part-time program currently employed for Riverside County CFS in a position equivalent to that of a SWII or SSP in San Bernardino County CFS. Flaws, exclusions, and cultural sensitivity were gauged from the responses and feedback after completion of the questionnaire.

Data collection was completed with confidentiality of the participant enforced and identity protected. The questions were the same with no additions or subtractions to any questionnaire.

Procedures

The study was conducted using data provided by social workers currently employed by CFS. This required permission and approval by the Director of CFS, DeAnna Avey-Motikeit, with cooperation from the corresponding managers and supervisors of the Central, Eastern, and Western Regions. Once permission was received, the questionnaire packets were delivered to the regional offices and distributed to staff through the secretary's

and the mailbox systems. A cover letter describing the purpose of the study and general information on Stage 3 subsidized childcare funding was attached to the questionnaire.

On August 16, 2011, a total of 255 questionnaires were distributed by inter-office mail to the Central, Eastern, and Western Regional offices for Children and Family Services. The questionnaires were sent to the Secretary I in each office for distribution to the Social Service Practitioners (SSP) and Social Worker II (SWII) designated positions. The responses were collected over a two-week period via the inter-office mail system in envelopes attached to the questionnaires. This allowed the responses to be submitted and received anonymously.

On September 6, 2011, the authors tallied the results and collated the questionnaires with the consent signatures to verify valid responses. The total received was 94, for a response rate of 36.8%. One questionnaire could not be used due to a missing release of information so this study is based on 93 respondents. None of the social workers surveyed requested an in-person interview so that aspect was not included in the data collection and analysis.

Protection of Human Subjects

The anonymity of the participants who completed the questionnaires was protected as no identification measures or names were requested. The completed questionnaires were kept in a secure location until the data was entered into the Statistical Package for the Social Sciences (SPSS). Appropriate protective measures were adhered to when collecting the data from the sites. Participants were ensured that their participation was voluntary and were provided with informed consent information (Appendix B).

A voluntary withdrawal stipulation was offered along with a phone contact number for the research advisor at California State University, San Bernardino. A debriefing form (Appendix C) was included with the questionnaire outlining the procedures of identity protection including the destroying of all forms and data collection tools.

Participants were also informed on where the results of the study can be viewed. No foreseeable risks to the voluntary participants were found in this study.

Data Analysis

The measurements used were both nominal and ratio due to the study design. Once received, the results were coded with subsequent input into the SPSS computer program. The data were analyzed in relation to frequency and percentage distribution with measures of central tendency and dispersion. The central tendency and dispersion data were used to assess and describe the ratio data collected.

Inferential statistics were employed using Pearson's bivariate correlations to establish any positive and negative correlations. The significance was established as less than 0.01 and 0.05.

Summary

A qualitative method was used in the form of a questionnaire to establish the viewpoint of the social worker in CFS as it relates to the effects on child neglect and abuse investigations. The questionnaires offered demographic information along with Likert scaled questions designed to offer this viewpoint in a vehicle that can be measured. The study design, data sample, data collection, instrument of measure, procedures, and data

analysis were developed with strict adherence to confidentiality, informed consent, and protection of the human subject. This thesis was developed and designed to measure the current viewpoint of the frontline social worker where the potential effect of the childcare subsidy loss will be felt.

CHAPTER FOUR

RESULTS

Introduction

The purpose of this study was to identify and assess the concerns social workers may have concerning the potential impact the loss of childcare funding on their caseloads. The loss of subsidized childcare may lead to an adverse change in economic conditions, thus increasing the likelihood of abuse. The information in this chapter was obtained from responses received from social workers employed by Children and Family Services within selected offices in San Bernardino County. This chapter includes a discussion of the demographics of the social workers surveyed as well as a presentation of the findings.

Presentation of the Findings

Quantitative Analysis

Demographics of Participants. A total of 93 surveys were completed by 14 (15.1%) Social Worker II's (SWII), 69 (74.2%) Social Service Practitioners (SSP), and 10 (10.8%) listed as "Other" who did not specify their job position. The first five questions on the survey identified job title, years of experience, gender,

marital status, and parental status as independent variables.

The respondents included 80 (87.0%) females and 12 (13.0%) males; two respondents did not check male or female. There was a wide range of work experience among the respondents, ranging from 10 months to 34 years. The marital status responses included 33 (36.3%) who identified as single, 54 (59.3%) reported to be married, and 4 (4.4%) as cohabitating. A total of 38 (41.3%) of respondents reported as having no children and 54 (58.7%) had children, with almost half of that total (43.1%) reported having at least 2 children.

The questionnaire had eight statements to assess the social worker's perception of how the loss of childcare funding may affect his or her position; one question related to potential protection and neglect concerns social workers may have; and the final statement was provided to assess the social worker's awareness of community childcare resources.

The sixth questionnaire item asked the social worker to rate their agreement with the following item, "Prior to reading this questionnaire, I was aware of how the CalWORKs Stage 3 subsidy program worked," about half, 48

(52.2%) of those who responded agreed or strongly agreed on being aware of the CalWORKs Stage 3 funding and how it works. A total of 40 (43.5%) disagreed or strongly disagreed that they were aware of how the program worked and 4 (4.3%) were undecided.

The seventh item on the questionnaire was offered to gauge social worker perception on, "I believe that a single parent family will be affected more by this cut than a two parent family." An overwhelming total of 71 (77.2%) respondents agreed or strongly agreed that the single-parent family would be affected more by the cuts than the two-parent family, 14 (15.2%) were undecided and 7 (7.6%) disagreed.

The eighth statement asked the social worker to offer their perspective on detention of children on their caseload asking, "I consider whether childcare is available when deciding if a child could stay home or require to be removed from the family's home." A total of only 40 (43.5%) respondents agreed or strongly agreed to the question, 38 (41.3%) disagreed or strongly disagreed while 14 (15.2%) were undecided.

The ninth statement on the questionnaire requested that the social worker rate their agreement or

disagreement with the following, "If a family does not have childcare it will affect their ability to reunify with their children" had a similar response to the previous question. Almost half, 44 (47.8%), of the respondents agreed or strongly agreed, 31 (33.7%) disagreed or strongly disagreed and 17 (18.5%) were undecided.

The tenth statement asked the social workers to rate the impact of funding loss on child abuse referrals. An overwhelming 66 (71.0%) respondents agreed or strongly agreed with, "I am concerned that the lack of funding for the CalWORKs Stage 3 subsidy program may increase the number of families referred and/or investigated for abuse"; only 13 (14.0%) disagreed or strongly disagreed and 14 (15.1%) were undecided.

The eleventh questionnaire item asked the social worker to rate their perspective on the following item: "I am seeing more families referred to CFS where the parent is unemployed or has no income" This was directed to the workers as a way to gauge how the lack of childcare may affect them directly. Of the social workers who responded, a majority, 58 (62.4%), agreed or strongly

agreed, 11 (11.9%) disagreed or strongly disagreed and 24 (25.8%) of the workers were undecided with the statement.

The twelfth item on the questionnaire sought the social worker rating on, "I believe that there is a correlation between the loss of childcare funding and neglect or abuse of children." The results show that 53 (57.6%) believed this statement to be true based on their response of agree or strongly disagree, 16 (17.4%) disagreed or strongly disagreed and 23 (25.0%) were undecided.

The thirteenth item on the questionnaire requested the social worker rating on the following: "I have discussed or plan to discuss the loss of CalWORKs Stage 3 subsidy program funding with my clients." The responses for agree and strongly agree were equally distributed with disagree or strongly disagree: 32 (35.5%) chose agree or strongly agree while 32 (35.6%) chose disagree or strongly disagree, and a large number, 26 (28.9%), were undecided on this matter.

The fourteenth questionnaire statement focused on the social worker's perception of what potential child abuse concerns may result from the loss of childcare subsidy. There were six choices available: Physical

Abuse, General Neglect, Caretaker Absence, Substance Abuse, Sexual Abuse, and Other. Physical Abuse selection had a split response with 42 (46.7%) "No" responses and 48 (53.3%) "Yes" responses. Substance Abuse recorded a higher 55 (61.1%) "No" responses then the 35 (38.9%) "Yes" responses. General Neglect had an overwhelmingly positive response with 83 (92.2%) "Yes" responses and 7 (7.8%) "No" responses. Sexual Abuse selection scored very high 68 (75.6%) "No" responses as opposed to the 22 (24.4%) "Yes" responses. Caretaker Absence had only 24 (26.7%) "No" responses with a majority, 66 (73.3%), choosing the "Yes" responses. The choice of "Other" had 87 (96.7%) "No" responses and 3 (3.3%) "Yes" responses. The majority of responses with "Yes" were found in General Neglect (92.2%), Caretaker Absence (73.3%), and Physical Abuse (53.3%). The highest percentage of "No" responses occurred in the Other (96.7%) category with Sexual Abuse (75.6%), and Substance Abuse (61.1%) following in order.

The fifteenth and final item on the questionnaire asked the social worker, "What childcare resources are you aware of in the community you serve?" Response options of Churches, Schools, Neighbors, Friends, Private

Childcare, Government Subsidized, and Other were provided. The categories receiving the highest majority of "Yes" responses were School (79.3%), Private (78.3%), Friends (67.4%), and Neighbors (66.3%). There was an overwhelming "No" response in the Other (93.5%) category followed by Government Subsidized (47.8%), and Church (44.6%).

Correlational Analysis

A bivariate analysis was utilized to identify correlations between social work perception and the influence of personal and professional background as it relates to the loss of childcare subsidy. The following Pearson's correlations were found:

A social worker's perception of whether a child can remain in the home or required to be removed due to a lack of childcare was positively correlated with the social worker's beliefs that there is a link between loss of childcare and neglect or abuse of children ($r = .344$). The strength of the correlation demonstrates that social workers value and understand that childcare is an important component in cases involving child neglect or abuse.

The writers also found that there is a correlation between the social worker perception of whether or not a family could reunify without a reliable source of childcare in place ($r = .370$), and the social worker's plan to discuss childcare options with the clients ($r = .297$). This correlation demonstrates that social workers perceive child care as a necessary resource and valuable component when they consider reuniting children with their parents.

There was also a strong correlation between the social worker's belief that there is a link between loss of childcare and abuse and the social worker's plan to discuss childcare options with the client ($r = .343$). There was more significance found with social workers with children and the belief that loss of childcare links to abuse or neglect ($r = .435$). The high r scores noted above indicate that this relationship is strong and found to be relevant and important in social work perception. The scores indicate that social workers are noticing the relationship between lack of childcare and child neglect and abuse. The data indicate that social workers, especially those with children, will be speaking to their clients about childcare options, because they recognize

the connection between the lack of childcare increasing the risks of child abuse and neglect.

The social worker's years of experience found a positive correlation in the belief that a single parent family would be more affected by the loss of childcare than a two parent family ($r = .246$). The more experienced social workers tended to believe that single parent families were at higher risk than the two parent families.

Those social workers who indicated they have discussed or planned to discuss childcare options with clients were positively correlated with workers who expressed concern that the lack of funding may increase CFS referrals ($r = .348$). In addition, this same group believe that they are seeing more parents referred to CFS who are unemployed or have no income ($r = .270$), and they believe that the single parent will be more affected than the two parent family ($r = .261$).

Social workers' perception that the lack of funding may increase the number of referrals for CFS recorded a strong correlation with consideration of whether to leave a child in the home or remove him or her due to a lack of childcare ($r = .454$). The social worker's belief that

lack of childcare will affect the parent's ability to reunify resulted in another high correlation score of ($r = .399$), along with the perception they would be seeing more families referred to CFS where the parent is unemployed or has no source of income ($r = .223$).

Another correlation was discovered between the social worker with children and the belief that unemployment and lack of income will increase the number of families referred to Children and Family Services. The score of $r = .396$, was significant as the correlation discovered the perception that a loss of childcare increases neglect or abuse of children ($r = .523$).

There was no relationship found between the years of experience of the social worker and how he or she answered the following statement: "I consider whether childcare is available when deciding if a child could stay home or require to be removed from the family's home". In addition, no relationship was found with this same group with the statement "If a family does not have childcare it will affect their ability to reunify with their children", and with "I believe that there is a correlation between the loss of childcare funding and neglect or abuse of children", and finally "I have discussed or plan to

discuss the loss of CalWORKs Stage 3 subsidy program funding with my clients" respectively.

A T-Test was completed to compare the social workers position as a SWII or and SSP with their plan to discuss childcare options with the clients as well as their belief that the single parent would be more affected than the two-parent family. There was no significance found with either of these as they related to the social worker's position ($t(79) = .603, p = .549$).

Summary

Chapter 4 included a discussion of the findings based on responses to questions asked about the social worker's perceptions about the effects the loss of childcare may have on both him or herself and the families he or she serve. Overall, the results were as expected with some interesting aspects to explore in detail. The high percentage of "Undecided" responses was unexpected, as the writers believed social workers would reply in agreement or disagreement rather than providing an indecisive response. The undecided responses may indicate that the question of childcare has not been explored or considered in current or past social work

practice, which could indicate a need for training. The findings discussed included demographics, quantitative analysis using frequencies to discuss the respondent's answers and bivariate analysis to identify the relationships between social worker perception, decision-making, and knowledge as it relates to professional background and demographic information.

CHAPTER FIVE

DISCUSSION

Introduction

This chapter includes a discussion of the results of the study and a description of the identified limitations. Chapter five also presents recommendations for future social work practice, policies, and research on the impact the loss of childcare has on the possibility of CFS intervention due to abuse or neglect.

Discussion

This study found that the social workers within San Bernardino County Children and Family Services (CFS) concur that there is a direct impact on the amount of child abuse referrals received with the lack of childcare funding. The loss of Stage 3 Childcare funding was perceived as being essential to the social work practice of CFS. Many of the respondents thought that the lack of childcare may be a contributing factor of neglect and the loss of the childcare subsidy, could in fact, cause an increase in reported abuse. Social workers responded that although there is concern about the lack of childcare resulting in more abuse referrals, only one in three

(35.5%) respondents indicated that they had discussed or planned to discuss the loss of the childcare subsidy and childcare resources with their clients.

Social workers may not know or fully assess whether that the lack of childcare is the reason for the referral of abuse or neglect. The referrals are processed through a call center before being sent out to the respective offices for further investigation. Often times the referral narrative does not state the lack of childcare as the reason for the referral, but more likely "neglect" is the issue that caused the family to come to CFS' attention. For this reason, many social workers may not realize until they are in the investigation process that access to childcare resources may assist the client in remaining outside of the need for CFS intervention. Providing childcare resources not only benefits the client, but it empowers them by providing support systems that remain after the social worker leaves.

Previous studies conducted by Gelles (1989), assert that children in single-parent households are at a higher risk of being abused than a child from a two-parent family. Turner, Finkelhor, and Ormrod's (2007) research provides support to the contention that the single-parent

family is more likely to have a higher rate of child abuse and neglect. In San Bernardino County's CFS Department, social workers perceive that the likelihood of referrals involving single parents under stress due to a lack of childcare is the rule rather than the exception. This is consistent with other studies that have shown there is a correlation between the stress and burden of being the sole provider as a contributor to the abuse. The current study's results further support the correlation between child abuse and the lack of resources for the single parent.

Sidebotham, Heron, and ALSPAC (2006) assert that employment by the single-mother family unit decreased the likelihood of investigations of child abuse and substantiated findings. Social networks and parental employments were shown to lower the chances of reports made to child abuse services. Myer's et al. (2002) asserts that childcare subsidy would increase employment rates by 50%, which allows one to make a connection on the loss of subsidy to an increase in unemployment and poverty. The study reveals that the majority of social workers strongly believe that availability of childcare subsidy would assist with the reduction of intervention

by CFS social workers, as there would be less risk of abuse or neglect toward children, if the parents had resources available to them. Parents affected by the cuts in childcare funding, face an impact to their economic condition that can be long lasting and for some it may be insurmountable. The mission of CFS is to

protect endangered children, preserve and strengthen their families, and develop alternative family settings. Services as mandated by law and regulation will be offered in the least intrusive manner with a family centered focus. This mission is accomplished in collaboration with the family, a wide variety of public and private agencies and members of the community. (Children and Family Services, 2012)

Working within this mission, it is imperative for the social workers to have a working knowledge of the economic challenges the clients they serve face along with social and emotional issues influencing child abuse and neglect. Therefore, the challenges the workers face are unique and require creativity in meeting the needs of the clients and their children to reduce the risk of abuse or neglect.

Limitations

The study considered several limitations that became clear to the researchers while the research was being reviewed. Many of the social workers currently employed by San Bernardino County CFS lacked prior knowledge of the existence of the Stage 3 childcare subsidy program as well as the loss of the government funding for the program. Of the 93 social workers who completed the questionnaire, 40 (43.5%), or less than half, disagreed or strongly disagreed that they were aware of how the Stage 3 childcare subsidy program worked prior to reading the questionnaire.

The lack of awareness can be attributed in part to the lack of communication between departments within the county. The Stage 3 childcare subsidy program is monitored by TAD where childcare eligibility workers determine if a client is eligible for a variety of subsidy programs. The lack of communication between departments is important to note because the administration in each department may not realize the impact that the changes in their respective programs has on the other department.

The study focused specifically on the lack of childcare and how it could impact future CFS referrals. This is another limitation in that most referrals have a multitude of reasons for referral, and the client may have to "cut corners" to survive. The lack of resources for the client is important knowledge for the worker as it may be the determining factor for CFS involvement.

Another concern found was the writers believe that there may have been some confusion for the respondent due to the placement of the lines and where to check for the job title, which may have been cause for some misinterpretation.

While the impact of childcare funding loss could not be specifically measured at the time of the study, as the loss was recent, the survey still provided valuable information on social worker perceptions as it relates to the loss of childcare subsidy on increased referrals and impact on single families.

Recommendations for Social Work Practice, Policy and Research

Based on the findings of this study and literature on the impact the loss of subsidized childcare may have on single parent families, the researchers have several

suggestions for social work practice, policy, and future research regarding the population the researchers expect CFS will encounter. The results of the study suggest that there is a lack of information available to the social workers on the quality and availability of childcare resources for the clients they serve. The low-income populations that suffer the most from the cuts in social welfare programs are the target group and their needs should be the focus of the department. There are a large percentage of children under the age of 5 who are clients of CFS. This particular age group is in need of childcare services as they are not school aged, thus requiring care on a daily basis. By providing the social workers with information about the programs available to low-income families, CFS can perhaps negate the need for intervention by providing information on resources.

While CFS cannot directly influence Transitional Assistance Department (TAD) policies and programs, it is important for the two entities to collaborate and work together to establish communication between departments because of many shared clients. Subsidy programs have far-reaching effects, which affect not only the individual, but also the community. The loss of these

subsidy programs can affect the individual receiving services as well as the agencies providing services and businesses that provide services to the client. Law and policy are ever changing but there needs to be continuity in service to clients. For those developing and implementing policy, it is important to have the needs of the population being served taken into consideration. The economic cost of children entering foster care versus the cost of the subsidy program should be understood and evaluated to determine which is more likely to be cost efficient long-term. The social workers who participated in this research thought childcare was an important part of the service needs of the client and the lack thereof may create a trigger for abuse or neglect. With the termination of funding for the childcare program, it will be important for Children and Family Services to identify and track specific reasons for neglect to advocate for the reimplementation of monetary compensation for the Stage 3 childcare subsidy program.

Conclusions

This study sought to evaluate the perceptions of social workers currently employed by Children and Family

Services in San Bernardino County on the effects a loss of childcare subsidy may have on the number of referrals and subsequent open cases. The researchers of this study concluded that there is a critical need for communication and collaboration between departments as well as training for social workers on the availability of resources and supplemental programs available for the at risk population. The need for childcare is important to note as the population of parents seeking to make positive change for his or her families rely heavily on this subsidy and without it, the families may never be able to become self reliant. The researchers believe that this study provides a clearer understanding of the social worker's perspective towards the link between lack of resources and child abuse. Knowledge gained from this research can be instrumental in voicing the need for the reimplementation of funding for the Stage 3 childcare subsidy program.

APPENDIX A
QUESTIONNAIRE

Questionnaire

This questionnaire will consist of 15 questions that will allow you to place an “X” on the answer that you feel best represents your opinion.

The questions are focused on the topic of the Stage 3 childcare subsidy program. The following information will either inform or remind you of what this program entails.

- CalWORKs Stage 3 funding was installed in 1997 as a safety net for families to receive subsidized childcare, for working parents.
- Over 81, 000 children fit into this category, and are directly influenced by this lack of childcare benefit.
- As of May 2011, the funding for this program has been cut.

If you would like an in person interview to further your ability to explain or describe your perceptions or feelings on this topic, please contact Cristina Morales at (909) 645-3001 or Timothy Seibert at (909) 801-1689. Your perceptions and opinions are important to us.

Thank you for your participation in this study!

The following questions are designed to garner your opinion on the loss of childcare funding on single and two parent families along with any affect you feel this may have on the referrals or cases you have.

1. What is your job title?
 _____ (1) SWII _____ (2) SSP _____ (3) Other (Please Specify)
2. How many years of experience do you have with Children and Family Services? _____ Years _____ Months
3. Male _____ Female _____
4. Single _____ Married _____ Cohabiting _____
5. Do you have children? Yes _____ No _____ If yes, how many? _____

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
6. Prior to reading this questionnaire, I was aware of how the CalWORKs Stage 3 subsidy program worked.					
7. I believe that a single parent family will be affected more by this cut than a two-parent family.					
8. I consider whether childcare is available when deciding if a child could stay home or require to be removed from the family's home.					
9. If a family does not have childcare it will affect their ability to reunify with their children.					
10. I am concerned that the lack of funding for the CalWORKs Stage 3 subsidy program may increase the number of families referred and/or investigated for abuse.					
11. I am seeing more families referred to CFS where the parent is unemployed or has no income.					

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
12. I believe that there is a correlation between the loss of childcare funding and neglect or abuse of children.					
13. I have discussed or plan to discuss the loss of CalWORKs Stage 3 subsidy program funding with my clients.					

14. The loss of Stage 3 subsidized childcare funding could result in the following protection and/or neglect concerns:

☐ Physical Abuse ☐ General Neglect ☐ Caretaker Absence
☐ Substance Abuse ☐ Sexual Abuse ☐ Other (specify) _____

15. What childcare resources are you aware of in the community you serve?

☐ Churches ☐ Schools ☐ Neighbors ☐ Friends
☐ Private Childcare ☐ Government Subsidized ☐ Other (specify) _____

_____ If you would like an in-person interview to further your ability to explain or describe your perceptions or feelings on this topic, please contact Cristina Morales at (909) 645-3001 or Timothy Seibert at (909) 801-1689. Your perceptions and opinions are important to us.

Thank you for your participation in this study!

APPENDIX B
INFORMED CONSENT

INFORMED CONSENT

This study, in which you are being asked to participate, is seeking to understand and evaluate social workers' perception of the effects on child abuse or neglect referrals and cases in single parent families and two parent families due to the loss of Stage 3 childcare funding. Cristina Morales and Timothy Seibert, MSW candidates, California State University San Bernardino, School of Social Work, under the supervision of Dr. Jennifer Pabustan-Claar, are conducting this study. This study has been approved by the School of Social Work, Human Subjects Sub Committee of the Institutional Review Board, California State University San Bernardino.

Purpose: The purpose of this study is to evaluate social worker perceptions of the effect of the loss of Stage 3 childcare funding on child abuse and neglect referrals and cases received and investigated by Children and Family Services agency. The study attempts to gauge the effect on single parent and two parent families.

Description: You are being asked to participate in this study by completing the attached questionnaire. The first section will focus on demographics including your background and experience as a social worker at Children and Family Services. The next section will entail questions related to the loss of the childcare funding on a Likert rating scale. The final two questions will offer open-ended questions designed to allow the social worker an opportunity to elaborate on the topic.

Participation: Your participation in this study is voluntary and you have the option to withdraw your participation at any time before or during the study without penalty.

Confidentiality: The information provided on this questionnaire will be coded and analyzed using both qualitative and quantitative methods. There are no questions on this questionnaire that will reveal your identity and the forms will be destroyed after the information is entered into the data system.

Duration: The questionnaire will take an estimated 15 minutes to complete. At the end of the questionnaire, the participant is given the opportunity to complete an in person interview to provide further insight into the topic. If the interview option is chosen, this would take an additional 15 minutes. Your time is appreciated and your opinion is considered essential to the completion of this study.

Risks: There are no foreseeable risks to the participant who agrees to complete the questionnaire or the in person interview.

Benefits: The benefit of participating in this study will be to take a significant role in exploring the effects of current legislative funding on the society you serve. By offering your opinion, based on education and experience, you are allowing the voice of the social worker to be heard and valued to explore the topic concerning effects that influence child abuse and neglect.

Contact: If you have any questions or concerns about this study, please contact research coordinator, Dr. Jennifer Pabustan-Claar, at California State University, San Bernardino by calling (909) 537-5507. Dr. Jennifer Pabustan-Claar can also be contacted by mail at 5500 University Parkway, San Bernardino, CA 92407.

Results: The results of this study will be available at the Pfau Library, California State University, San Bernardino and Children and Family Services, San Bernardino after September 2012.

By placing an "X" on the line below, you are agreeing that you have been fully informed about this questionnaire and you have voluntarily agreed to participate in this study.

Place the "X" mark here

Date

APPENDIX C
DEBRIEFING STATEMENT

DEBRIEFING STATEMENT

The study you have just participated in was designed to explore the impact the loss of Stage 3 subsidized childcare funding may have on neglect and/or abuse referrals and cases in the child welfare system. Responses shared with the researchers will be kept confidential to ensure the privacy of all individuals. Any identifiable information will be redacted from data collected to protect the participants.

Thank you for participating in this study. We appreciate your cooperation. Your opinion is very valuable to the study.

If you have any questions and/or concerns regarding this study, please feel free to contact supervisor Dr. Jennifer Pabustan-Claar at (909) 537-5507. The results of this study will be available at the Pfau Library, California State University, San Bernardino and Children and Family Services after September 2012.

APPENDIX D
DEMOGRAPHICS

Job Title

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SWII	14	14.9	15.1	15.1
	SSP	69	73.4	74.2	89.2
	Other	10	10.6	10.8	100.0
	Total	93	98.9	100.0	
Missing	System	1	1.1		
	Total	94	100.0		

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	12	12.8	13.0	13.0
	Female	80	85.1	87.0	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

Marital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	33	35.1	36.3	36.3
	Married	54	57.4	59.3	95.6
	Cohabiting	4	4.3	4.4	100.0
	Total	91	96.8	100.0	
Missing	System	3	3.2		
	Total	94	100.0		

Years Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.10	1	1.1	1.1	1.1
	.50	2	2.1	2.2	3.3
	1.00	5	5.3	5.5	8.8
	2.00	5	5.3	5.5	14.3
	3.00	11	11.7	12.1	26.4
	4.00	5	5.3	5.5	31.9
	5.00	2	2.1	2.2	34.1
	6.00	9	9.6	9.9	44.0
	7.00	2	2.1	2.2	46.2
	8.00	5	5.3	5.5	51.6
	9.00	3	3.2	3.3	54.9
	10.00	7	7.4	7.7	62.6
	11.00	6	6.4	6.6	69.2
	12.00	4	4.3	4.4	73.6
	13.00	2	2.1	2.2	75.8
	14.00	1	1.1	1.1	76.9
	15.00	5	5.3	5.5	82.4
	16.00	3	3.2	3.3	85.7
	17.00	1	1.1	1.1	86.8
	18.00	3	3.2	3.3	90.1
	20.00	1	1.1	1.1	91.2
	21.00	3	3.2	3.3	94.5
	23.00	1	1.1	1.1	95.6
	24.00	1	1.1	1.1	96.7
	28.00	1	1.1	1.1	97.8
	30.00	1	1.1	1.1	98.9
	34.00	1	1.1	1.1	100.0
	Total	91	96.8	100.0	
Missing	System	3	3.2		
	Total	94	100.0		

Children

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	54	57.4	58.7	58.7
	No	38	40.4	41.3	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

How Many

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	10	10.6	19.6	19.6
	2.00	22	23.4	43.1	62.7
	3.00	10	10.6	19.6	82.4
	4.00	2	2.1	3.9	86.3
	5.00	6	6.4	11.8	98.0
	7.00	1	1.1	2.0	100.0
	Total	51	54.3	100.0	
Missing	System	43	45.7		
	94	100.0			

APPENDIX E
FREQUENCIES

**Prior to reading this questionnaire, I was aware of how the CalWORKs
Stage 3 subsidy program worked**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	8.5	8.7	8.7
	Agree	40	42.6	43.5	52.2
	Undecided	4	4.3	4.3	56.5
	Disagree	31	33.0	33.7	90.2
	Strongly Disagree	9	9.6	9.8	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

**I believe that a single parent family will be affected more by this cut than
a two parent family**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	30	31.9	32.6	32.6
	Agree	41	43.6	44.6	77.2
	Undecided	14	14.9	15.2	92.4
	Disagree	7	7.4	7.6	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

I consider whether child care is available when deciding if a child could stay home or require to be removed from the family's home

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	14	14.9	15.2	15.2
	Agree	26	27.7	28.3	43.5
	Undecided	14	14.9	15.2	58.7
	Disagree	27	28.7	29.3	88.0
	Strongly Disagree	11	11.7	12.0	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

If a family does not have childcare it will affect their ability to reunify with their children

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	8	8.5	8.7	8.7
	Agree	36	38.3	39.1	47.8
	Undecided	17	18.1	18.5	66.3
	Disagree	26	27.7	28.3	94.6
	Strongly Disagree	5	5.3	5.4	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

**I am concerned that the lack of funding for the CalWORKs Stage 3
subsidy program may increase the number of families referred and/or
investigated for abuse**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	21	22.3	22.6	22.6
	Agree	45	47.9	48.4	71.0
	Undecided	14	14.9	15.1	86.0
	Disagree	10	10.6	10.8	96.8
	Strongly Disagree	3	3.2	3.2	100.0
	Total	93	98.9	100.0	
Missing	System	1	1.1		
	Total	94	100.0		

**I am seeing more families referred to CFS where the parent is
unemployed or has no income**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	26	27.7	28.0	28.0
	Agree	32	34.0	34.4	62.4
	Undecided	24	25.5	25.8	88.2
	Disagree	9	9.6	9.7	97.8
	Strongly Disagree	2	2.1	2.2	100.0
	Total	93	98.9	100.0	
Missing	System	1	1.1		
	Total	94	100.0		

I believe that there is a correlation between the loss of childcare funding and neglect or abuse of children

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	10	10.6	10.9	10.9
	Agree	43	45.7	46.7	57.6
	Undecided	23	24.5	25.0	82.6
	Disagree	15	16.0	16.3	98.9
	Strongly Disagree	1	1.1	1.1	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

I have discussed or plan to discuss the loss of CalWORKs Stage 3 subsidy program funding with my clients

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	1.1	1.1	1.1
	Agree	31	33.0	34.4	35.6
	Undecided	26	27.7	28.9	64.4
	Disagree	24	25.5	26.7	91.1
	Strongly Disagree	8	8.5	8.9	100.0
	Total	90	95.7	100.0	
Missing	System	4	4.3		
	Total	94	100.0		

Concern - Physical Abuse

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	42	44.7	46.7	46.7
	Yes	48	51.1	53.3	100.0
	Total	90	95.7	100.0	
Missing	System	4	4.3		
	Total	94	100.0		

Concern - Substance Abuse

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	55	58.5	61.1	61.1
	Yes	35	37.2	38.9	100.0
	Total	90	95.7	100.0	
Missing	System	4	4.3		
	Total	94	100.0		

Concern - General Neglect

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	7	7.4	7.8	7.8
	Yes	83	88.3	92.2	100.0
	Total	90	95.7	100.0	
Missing	System	4	4.3		
	Total	94	100.0		

Concern - Sexual Abuse

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	68	72.3	75.6	75.6
	Yes	22	23.4	24.4	100.0
	Total	90	95.7	100.0	
Missing	System	4	4.3		
	Total	94	100.0		

Concern - Caretaker Absence

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	24	25.5	26.7	26.7
	Yes	66	70.2	73.3	100.0
	Total	90	95.7	100.0	
Missing	System	4	4.3		
	Total	94	100.0		

Concern - Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	87	92.6	96.7	96.7
	Yes	3	3.2	3.3	100.0
	Total	90	95.7	100.0	
Missing	System	4	4.3		
	Total	94	100.0		

Child Care - Church

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	41	43.6	44.6	44.6
	Yes	51	54.3	55.4	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

Child Care - School

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	19	20.2	20.7	20.7
	Yes	73	77.7	79.3	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

Child Care - Neighbor

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	31	33.0	33.7	33.7
	Yes	61	64.9	66.3	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

Child Care - Friend

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	30	31.9	32.6	32.6
	Yes	62	66.0	67.4	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

Child Care - Private Child Care

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	20	21.3	21.7	21.7
	Yes	72	76.6	78.3	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

Child Care - Government Subsidized

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	44	46.8	47.8	47.8
	Yes	48	51.1	52.2	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

Child Care - Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	86	91.5	93.5	93.5
	Yes	6	6.4	6.5	100.0
	Total	92	97.9	100.0	
Missing	System	2	2.1		
	Total	94	100.0		

APPENDIX F
CORRELATIONS

Correlations

		Years Experience	I consider whether child care is available when deciding if a child could stay home or require to be removed from the family's home	If a family does not have childcare it will affect their ability to reunify with their children
Years Experience	Pearson Correlation	1	-.090	-.094
	Sig. (2-tailed)		.397	.375
	N	92	91	91
I consider whether child care is available when deciding if a child could stay home or require to be removed from the family's home	Pearson Correlation	-.090	1	.370**
	Sig. (2-tailed)	.397		.000
	N	91	93	92
If a family does not have childcare it will affect their ability to reunify with their children	Pearson Correlation	-.094	.370**	1
	Sig. (2-tailed)	.375	.000	
	N	91	92	93
I believe that there is a correlation between the loss of childcare funding and neglect or abuse of children	Pearson Correlation	.039	.344**	.169
	Sig. (2-tailed)	.714	.001	.108
	N	91	92	92
I have discussed or plan to discuss the loss of CalWORKs Stage 3 subsidy program funding with my clients	Pearson Correlation	-.086	.297**	.163
	Sig. (2-tailed)	.422	.005	.124
	N	89	90	90

Correlations

		I believe that there is a correlation between the loss of childcare funding and neglect or abuse of children	I have discussed or plan to discuss the loss of CalWORKs Stage 3 subsidy program funding with my clients
Years Experience	Pearson Correlation	.039	-.086
	Sig. (2-tailed)	.714	.422
	N	91	89
I consider whether child care is available when deciding if a child could stay home or require to be removed from the family's home	Pearson Correlation	.344**	.297**
	Sig. (2-tailed)	.001	.005
	N	92	90
If a family does not have childcare it will affect their ability to reunify with their children	Pearson Correlation	.169	.163
	Sig. (2-tailed)	.108	.124
	N	92	90
I believe that there is a correlation between the loss of childcare funding and neglect or abuse of children	Pearson Correlation	1	.343**
	Sig. (2-tailed)		.001
	N	93	90
I have discussed or plan to discuss the loss of CalWORKs Stage 3 subsidy program funding with my clients	Pearson Correlation	.343**	1
	Sig. (2-tailed)	.001	
	N	90	91

Correlations

		I have discussed or plan to discuss the loss of CalWORKs Stage 3 subsidy program funding with my clients	How Many	Prior to reading this questionnaire, I was aware of how the CalWORKs Stage 3 subsidy program worked	I believe that a single parent family will be affected more by this cut than a two parent family
Years Experience	Pearson Correlation	-.086	.024	-.184	.246*
	Sig. (2-tailed)	.422	.866	.081	.019
	N	89	51	91	91
I consider whether child care is available when deciding if a child could stay home or require to be removed from the family's home	Pearson Correlation	.297**	.128	.109	.238*
	Sig. (2-tailed)	.005	.367	.303	.022
	N	90	52	92	92
If a family does not have childcare it will affect their ability to reunify with their children	Pearson Correlation	.163	.006	.143	-.072
	Sig. (2-tailed)	.124	.968	.173	.498
	N	90	52	92	92
I believe that there is a correlation between the loss of childcare funding and neglect or abuse of children	Pearson Correlation	.343**	.435**	.116	.186
	Sig. (2-tailed)	.001	.001	.271	.076
	N	90	52	92	92
I have discussed or plan to discuss the loss of CalWORKs Stage 3 subsidy program funding with my clients	Pearson Correlation	1	.019	.191	.054
	Sig. (2-tailed)		.897	.072	.612
	N	91	49	90	90
How Many	Pearson Correlation	.019	1	.072	.073
	Sig. (2-tailed)	.897		.618	.606
	N	49	52	51	52
Prior to reading this questionnaire, I was aware of how the CalWORKs Stage 3 subsidy program worked	Pearson Correlation	.191	.072	1	-.133
	Sig. (2-tailed)	.072	.618		.207
	N	90	51	93	92
I believe that a single parent family will be affected more by this cut than a two parent family	Pearson Correlation	.054	.073	-.133	1
	Sig. (2-tailed)	.612	.606	.207	
	N	90	52	92	93

		I have discussed or plan to discuss the loss of CalWORKs Stage 3 subsidy program funding with my clients	How Many	Prior to reading this questionnaire, I was aware of how the CalWORKs Stage 3 subsidy program worked	I believe that a single parent family will be affected more by this cut than a two parent family
I am concerned that the lack of funding for the CalWORKs Stage 3 subsidy program may increase the number of families referred and/or investigated for abuse	Pearson Correlation Sig. (2-tailed) N	.348** .001 91	.396** .004 52	.087 .409 93	.261* .012 93
I am seeing more families referred to CFS where the parent is unemployed or has no income	Pearson Correlation Sig. (2-tailed) N	.270** .010 91	-.146 .300 52	-.095 .367 93	.067 .523 93

Correlations

		I am concerned that the lack of funding for the CalWORKs Stage 3 subsidy program may increase the number of families referred and/or investigated for abuse	I am seeing more families referred to CFS where the parent is unemployed or has no income
Years Experience	Pearson Correlation	.141	.085
	Sig. (2-tailed)	.179	.419
	N	92	92
I consider whether child care is available when deciding if a child could stay home or require to be removed from the family's home	Pearson Correlation	.454**	.200
	Sig. (2-tailed)	.000	.054
	N	93	93
If a family does not have childcare it will affect their ability to reunify with their children	Pearson Correlation	.399**	.098
	Sig. (2-tailed)	.000	.351
	N	93	93
I believe that there is a correlation between the loss of childcare funding and neglect or abuse of children	Pearson Correlation	.523**	.348**
	Sig. (2-tailed)	.000	.001
	N	93	93
I have discussed or plan to discuss the loss of CalWORKs Stage 3 subsidy program funding with my clients	Pearson Correlation	.348**	.270**
	Sig. (2-tailed)	.001	.010
	N	91	91
How Many	Pearson Correlation	.396**	-.146
	Sig. (2-tailed)	.004	.300
	N	52	52
Prior to reading this questionnaire, I was aware of how the CalWORKs Stage 3 subsidy program worked	Pearson Correlation	.087	-.095
	Sig. (2-tailed)	.409	.367
	N	93	93
I believe that a single parent family will be affected more by this cut than a two parent family	Pearson Correlation	.261*	.067
	Sig. (2-tailed)	.012	.523
	N	93	93
I am concerned that the lack of funding for the CalWORKs Stage 3 subsidy program may increase the number of families referred and/or investigated for abuse	Pearson Correlation	1	.223*
	Sig. (2-tailed)		.030
	N	94	94
I am seeing more families referred to CFS where the parent is unemployed or has no income	Pearson Correlation	.223*	1
	Sig. (2-tailed)	.030	
	N	94	94

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

APPENDIX G

T-TEST

Group Statistics

Children	N	Mean	Std. Deviation	Std. Error Mean
I believe that a single parent family will be affected more by this cut than a two parent family Yes	55	1.9091	.90825	.12247
No	37	2.0270	.86559	.14230

Independent Samples Test

		Levene's Test for Equality of Variances	
		F	Sig.
I believe that a single parent family will be affected more by this cut than a two parent family	Equal variances assumed	.760	.386
	Equal variances not assumed		

Independent Samples Test

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
I believe that a single parent family will be affected more by this cut than a two parent family	Equal variances assumed	-.622	90	.535	-.11794	.18954
	Equal variances not assumed	-.628	79.868	.532	-.11794	.18775

Independent Samples Test

		t-test for Equality of Means	
		95% Confidence Interval of the Difference	
		Lower	Upper
I believe that a single parent family will be affected more by this cut than a two parent family	Equal variances assumed	-.49449	.25862
	Equal variances not assumed	-.49157	.25570

REFERENCES

- Basta, M. (2007). The difficulty of obtaining a child care subsidy: Implications for policy and Practice. *Families in Society: The Journal of Contemporary Social Services*, 88(3), 427-436.
- Berger, L. (2005). Income, family characteristics, and physical violence toward children. *Child Abuse & Neglect*, 29(2), 107-133.
- California Department of Education. (2010). Sacramento, CA. Resource found on the Internet on 11/26 /10 at <http://www.cde.ca.gov>
- Carlson, B. (1984, December). Causes and maintenance of domestic violence: an ecological analysis. *Social Services Review*. University of Chicago.
- Children and Family Services. (2012). County of San Bernardino on-line edition found at <http://www.sbcounty.gov/dcs/default.asp>
- First 5 LA. (2010). *Children and families first*. Resource found on the Internet at <http://www.first5la.org>.
- Fuller, B., Kagan, S., Caspary, G., & Gauthier, C. (2002). Welfare reform and child care options for low-income families. *Future of Children*, 12(1), 97-121.
- Gelles, R. (1989). Child abuse and violence in single-parent families: Parent absence and economic deprivation. *American Journal of Orthopsychiatry*, 59(4), 492-501.
- Gennetian, L., Crosby, D., Huston, A., & Lowe, E. (2004). Can child care assistance in welfare and employment programs support the employment of low-income families. *Journal of Policy Analysis and Management* 23(4), 723-743.

- Goldman, J., Salus, M., Wolcott, D., & Kennedy, K. (2003). A coordinated response to child abuse and neglect: The foundation for practice. *U.S. Department of Health and Human Services, Office on Child Abuse and Neglect*.
- Meyers, M., Heintze, T., & Wolf, D. (2002). Child care subsidies and the employment of welfare recipients. *Demography*, 39, 165-179. PubMed Central ID: 11852835
- Organista, K. C. (2009). New practice model for Latinos in need of social work services. *Social Work*, 54(4), 297-305
- Pennington, W. (2010). Low-income families scramble as childcare funding ends. *Oakland North: North Oakland News* October 27, 2010 at <http://oaklandnorth.net/2010/10/27/>
- Prasad, B. (2001). Maternal employment and child abuse. *The Indian Journal of Social Work*, 62(3), 328-346.
- Safe Measures. (2010). *National council on crime & delinquency*. Children's Research. Oakland, CA 94612
- Shlay, A., Weinraub, M., & Harmon, M. (2010). Childcare subsidies post TANF: Childcare subsidy use by African American, White and Hispanic TANF-leavers. *Children & Youth Services Review*, 32(12), 1711-1718.
- Sidebotham, P., Heron, J., & Alspac, S. (2006). Child maltreatment in the "children of the Nineties:" A cohort study of risk factors. *Child Abuse & Neglect*, 30(5), 497-522.
- Turner, H., Finkelhor, D., & Ormrod, R. (2007). Family structure variations in patterns and predictors of child victimization. *American Journal of Orthopsychiatry*, 77(2), 282-295.
- U.S. Department of Health and Human Services. (2010). *Office of child abuse and neglect*. Washington, D.C.

ASSIGNED RESPONSIBILITIES PAGE

This was a two-person project where authors collaborated throughout. However, for each phase of the project, certain authors took primary responsibility. These responsibilities were assigned in the manner listed below.

1. Data Collection:

Team Effort: Cristina Morales and Timothy Seibert

2. Data Entry and Analysis:

Team Effort: Cristina Morales and Timothy Seibert

3. Writing Report and Presentation of Findings:

a. Introduction and Literature

Team Effort: Cristina Morales and Timothy Seibert

b. Methods

Team Effort: Cristina Morales and Timothy Seibert

c. Results

Team Effort: Cristina Morales and Timothy Seibert

d. Discussion

Team Effort: Cristina Morales and Timothy Seibert