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COUNSELING AND HUMAN
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AN INVESTIGATION OF RESILIENCE OF FIVE AFRICAN AMERICAN WOMEN
WHO HAVE SUSTAINED EMPLOYMENT AFTER WELFARE CASH ASSISTANCE
(212 pp.)

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The study was designed to address the research question: “How do five African American women who have transitioned from welfare cash assistance to work experience and express resilience?” All 5 participants were employees at MetroHealth Medical Center in Cleveland, Ohio for at least one year after receiving welfare. Resilience theories and concepts were organized into four resilience components (adaptability, proactive reasoning, sense-of-self, and optimal human interactions) and 11 aspects of the four resilience components. A qualitative research design was followed and NUD*IST (N6) research software was used to organize data (initial and follow-up in-depth individual interviews). Themes not fully reflected in the literature included learning from others’ mistakes, reliance on supportive male relationships, and peak experiences associated with documents (e.g., diploma, letter of promotion) reflective of success. Implications of this study suggest that it may be important to consider establishing welfare-to-work mentoring programs, training programs to upgrade job skills of working individuals from welfare, and training programs for management staff intended to increase awareness of the needs and issues of individuals entering the workforce from welfare.