

MAINE STATE LEGISLATURE

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117th MAINE LEGISLATURE

FIRST REGULAR SESSION-1995

Legislative Document

No. 1388

H.P. 979

House of Representatives, April 19, 1995

An Act to Increase Employment and Training Opportunities for Welfare Recipients.

Received by the Clerk of the House on April 14, 1995. Referred to the Committee on Human Resources and ordered printed pursuant to Joint Rule 14.

A handwritten signature in cursive script that reads "Joseph W. Mayo".

JOSEPH W. MAYO, Clerk

Presented by Representative MITCHELL of Portland.
Cosponsored by Senator BUSTIN of Kennebec and
Representatives: BERRY of Livermore, CLARK of Millinocket, DAVIDSON of Brunswick,
DORE of Auburn, ETNIER of Harpswell, FITZPATRICK of Durham, GATES of Rockport,
GWADOSKY of Fairfield, JACQUES of Waterville, JOHNSON of South Portland, JONES
of Bar Harbor, JOSEPH of Waterville, KERR of Old Orchard Beach, KONTOS of Windham,
LEMAIRE of Lewiston, MITCHELL of Vassalboro, NADEAU of Saco, ROWE of Portland,
SAMSON of Jay, STEVENS of Orono, THOMPSON of Naples, Senator: O'DEA of Penobscot.

Be it enacted by the People of the State of Maine as follows:

2 **Sec. 1. 5 MRSA §12004-I, sub-§36-C** is enacted to read:

4 **36-C.** ASPIRE-Plus Expenses 22 MRSA
6 Human Services Advisory Only §3827
 Board

8 **Sec. 2. 22 MRSA §3760-H, sub-§1**, as enacted by PL 1993, c.
10 385, §14, is repealed.

12 **Sec. 3. 22 MRSA c. 1055-B** is enacted to read:

14 CHAPTER 1055-B

16 ASPIRE-PLUS PROGRAM

18 §3825. ASPIRE-Plus Program

20 The ASPIRE-Plus program is established within the Department
22 of Human Services to provide jobs and wages as a replacement for
24 payments from the Aid to Families with Dependent Children program
26 and the food stamp program. The ASPIRE-Plus program provides
28 greater economic self-sufficiency for Maine families by ensuring
30 that program participants, through individual employment
32 development plans, have opportunities to improve work skills,
 education and employability while maintaining necessary support
 services, including child care, medical benefits, workers'
 compensation and job placement. It is intended that the
 ASPIRE-Plus program enhance and supplement the ASPIRE-JOBS
 Program under chapter 1054-A.

34 §3826. Definitions

36 As used in this chapter, unless the context otherwise
 indicates, the following terms have the following meanings.

38 1. Board. "Board" means the ASPIRE-Plus Advisory Board
40 created in section 3827.

42 2. Council. "Council" means a regional council created
 under section 3828.

44 3. Life skills. "Life skills" means the skills necessary
46 to meet the requirements of everyday life and to prepare for the
48 workplace. "Life skills" includes, but is not limited to,
50 appropriate care of self and family, social and interpersonal
 skills, time management and prioritization, personal budgeting
 and money management skills, job-seeking and job-holding skills,
 parenting skills and family planning.

2 4. Mandatory participant. "Mandatory participant" means a
4 participant who is required to participate in the program under
 section 3834.

6 5. Participant. "Participant" means a person who
8 participates or registers and is willing to participate in the
 ASPIRE-Plus program.

10 6. Program. "Program" means the ASPIRE-Plus program.

12 7. Voluntary participant. "Voluntary participant" means a
14 person who volunteers to participate under section 3834 but who
 is not required to participate.

16 **§3827. ASPIRE-Plus Advisory Board**

18 1. Board created. The ASPIRE-Plus Advisory Board, as
20 established in Title 5, section 12004-I, subsection 36-C, is
 created within the Department of Human Services to advise the
22 department in the direction and administration of the ASPIRE-Plus
 program.

24 2. Membership. The board has 7 members appointed as
26 follows.

28 A. The Governor shall appoint the following members:

30 (1) Four representatives of the business community, one
 each from southern Maine, central Maine, western Maine
32 and northern Maine;

34 (2) One person who is currently employed but who has
 been a recipient of food stamps or Aid to Families with
36 Dependent Children within the previous 5 years; and

38 (3) The commissioner or the commissioner's designee.

40 B. The Legislative Council shall appoint one member who is
 a Legislator.

42 3. Chair. The Governor shall appoint one of the members to
44 be chair. In addition to other duties, the chair shall work with
 and coordinate the efforts of the councils created under section
46 3828.

48 4. Terms of office. Members serve 3-year terms and may
 serve no more than 3 consecutive terms.

50 5. Duties. The board has the following duties:

- 2 A. To advise and monitor the department in the
3 implementation and administration of the program;
- 4
- 5 B. To work with the councils to increase employer
6 participation in the program;
- 7
- 8 C. To make recommendations to the department, the
9 Legislature and other public and private groups to
10 facilitate the operation of the program; and
- 11
- 12 D. To participate with the department in the rule-making
13 process under this chapter.

14 **6. Meetings.** The board shall meet with the Deputy
15 Commissioner for Programs in the department and the Executive
16 Director of the Bureau of Employment and Training Programs in
17 the Department of Labor at least once every month.

18 **7. Quorum.** A majority of the board constitutes a quorum.

19 **8. Report.** The board shall report at least annually to the
20 Governor and the Legislature on the status and progress of the
21 program.

22 **§3828. Regional councils**

23 **1. Establishment.** The board shall establish 4 ASPIRE-Plus
24 regional councils. The service area of one council may not
25 overlap with the service area of another council.

26 **2. Membership.** Each council is composed of 7 members
27 appointed by the board. Members must be residents of the region
28 in which they are appointed, and they serve 3-year terms. At
29 least 2 members must be current or former recipients, within the
30 previous 5 years, of Aid to Families with Dependent Children or
31 food stamps.

32 **3. Duties.** The councils shall:

33 A. Recruit and encourage participation in the program by
34 local employers; and

35 B. Assist the board and the department in implementation of
36 the program.

37 **§3829. Participation**

38 **1. Mandatory participation.** Unless exempted from
39 participation under subsection 2, a person who receives benefits
40 under this chapter shall be required to participate in the program.

2 under Aid to Families with Dependent Children shall participate
3 in the ASPIRE-Plus program. Mandatory participants include, but
4 are not limited to:

5 A. Adult and caretaker relatives who are receiving Aid to
6 Families with Dependent Children benefits; and

7 B. Adult food stamp program recipients except those who are:

8 (1) Employed full time;

9 (2) Enrolled full time in a postsecondary educational
10 program;

11 (3) Enrolled half time in a postsecondary educational
12 program and employed at least 20 hours per week;

13 (4) Eligible for supplemental security income benefits
14 or other ongoing state or federal maintenance benefits
15 based on age or disability; or

16 (5) Persons determined by the department to be
17 permanently or temporarily incapacitated or persons who
18 are primary caretakers for those persons.

19 **2. Exemptions.** The following persons are exempt from
20 participation in the ASPIRE-Plus program but may choose to
21 participate:

22 A. An individual with disabilities or a caretaker of an
23 individual with disabilities;

24 B. Parents with a child under the age of one year;

25 C. Teenage parents who have not graduated from secondary
26 school and who are enrolled in school for that purpose;

27 D. A person who is participating in an approved educational
28 program under the ASPIRE-JOBS Program;

29 E. Persons who do not have access to affordable, reliable
30 transportation; and

31 F. Persons who are employed or enrolled in a secondary or
32 postsecondary educational program for a minimum of 20 hours
33 per week.

34 **3. Voluntary participants.** If funding permits, the
35 following persons may volunteer to participate in the program:

2 A. Unemployment compensation recipients if the qualifying
3 base year wages used to establish the claim do not exceed
4 \$10,000; and

6 B. Unemployed noncaretaker parents of children who are
7 receiving Aid to Families with Dependent Children benefits.

8 4. Paternity. The program must attempt to establish the
9 paternity of a child of a female participant when paternity is
10 not acknowledged.

12 §3830. ASPIRE-Plus program

14 1. State plan. The department, with the advice of the
15 board, shall obtain federal approval to amend the State's plans
16 for Aid to Families with Dependent Children, the ASPIRE-JOBS
17 Program and the food stamp program to coordinate those programs
18 with the ASPIRE-Plus program.

20 2. Waivers. The department, with the advice of the board,
21 shall obtain as expeditiously as possible any exemptions and
22 waivers from federal statutes and regulations necessary to
23 qualify the program for federal participation under section 1115
24 of the United States Social Security Act, 42 United States Code
25 1315, and section 17 of the Food Stamp Act, 7 United States Code
26 2026. The department, with the advice of the board, may make
27 changes in the program that are necessary to achieve federal
28 waiver approval while maintaining the general purpose of the
29 program.

30 3. Rules. The department, with the advice of the board,
31 shall adopt any rules necessary for the implementation and
32 operation of this chapter.

34 4. Coordination with unemployment compensation. The
35 department and the Department of Labor shall examine the
36 feasibility of including recipients of unemployment compensation
37 under the program and the methods of funding that participation.
38 Those departments shall review specifically the experience of the
39 State of Oregon with the inclusion of unemployment compensation
40 recipients. If inclusion of unemployment compensation recipients
41 seems feasible, the departments shall recommend to the Governor
42 and the Legislature any changes in law necessary to accomplish
43 that inclusion.

44 5. Caseworker training. The department shall ensure that
45 caseworkers under the program have proper training to develop
46 individual employment and education plans. This training must
47 include, but is not limited to, training:

2 A. In long-term case management; and

4 B. To ensure that caseworkers recognize the need for
6 substance abuse services or life skills training for program
8 participants.

10 **§3831. Employer participation**

12 **1. Employer selection.** The department shall adopt by rule
14 a method to determine which employers, including public and
16 private sector employers, may participate in the program. No
18 employer is required to participate in the program.

20 **2. Extent of participation.** The maximum number of program
22 participants that an employer may receive at one time may not
24 exceed 10% of the total number of that employer's employees. An
26 employer with fewer than 10 employees may receive one
28 participant. The department may waive the 10% limitation in
30 special circumstances.

32 **3. Conditions of participation.** The department may
34 establish criteria for excluding employers:

36 A. That have failed to comply with program requirements; or

38 B. That have shown a pattern of terminating participants
40 before completion of training or of not offering
42 unsubsidized employment to participants who have
44 successfully completed training with that employer.

46 **§3832. Conditions of employment**

48 The department shall require that jobs made available to
50 participants meet the following standards.

1. Hours. The job may not require work in excess of 40
hours per week. The job must require a minimum of 20 hours per
week.

2. Unemployment compliance. The job must be in conformity
with section 3304(a)(5) of the Federal Unemployment Tax Act.

3. No displacement. The job may not be used to displace
regular employees or to fill unfilled positions previously
established.

4. Wage parity. The job may not pay a wage that is
substantially less than the wage paid for similar jobs in the
local economy with appropriate adjustments for experience and
training.

2 5. Minimum wage. Employers shall pay all participating
4 individuals at least \$5.00 per hour. The minimum wage under this
6 subsection is subject to cost-of-living increases determined
8 biennially by June 30th of odd-numbered years by the commissioner.

10 6. Benefits. Participants must be entitled to the same
12 sick leave, holiday and vacation absences as other new employees
14 of the employer.

16 7. Health insurance. The employer shall provide group
18 health insurance benefits to participants to the extent that
20 state and federal laws require the employer to provide those
22 benefits.

24 8. Considered temporary employees. Participants in the
26 program must be considered temporary employees of the employer
28 and are entitled only to the benefits required by state and
30 federal law.

32 9. Workers' compensation. Employers shall provide workers'
34 compensation coverage for each participant.

36 §3833. Additional employer obligations

38 Participating employers shall:

40 1. Experience. Endeavor to make program placements
42 positive learning experiences;

44 2. Working conditions. Maintain health, safety and working
46 conditions at or above levels generally acceptable in the
48 industry and no lower than those of comparable jobs of the
 employer;

3. On-the-job training. Provide on-the-job training to the
 degree necessary for the participants to perform their duties;

4. Mentors. Recruit volunteer mentors from among the
 employer's regular employees to assist participants in becoming
 oriented to work and the workplace; and

5. Agreement. Sign an agreement for each placement
 outlining the specific job offered to the participant and
 agreeing to abide by all requirements of the program,
 specifically including the requirement that jobs under the
 program not supplant existing jobs. Agreements must include
 provisions noting the employer's responsibility to repay
 reimbursements if the employer violates program rules.

2 **§3834. Point of entry**

4 **1. Mandatory participants.** The department shall assign a
6 caseworker for each mandatory participant. The caseworker shall
8 contact the participant and inform the participant of the
10 participant's rights and obligations under the program.

12 **2. Voluntary participants.** Voluntary participants may
14 enter the program by contacting a local job service office. The
16 job service office shall refer the applicant to the department.
18 The department shall assign a caseworker, who shall inform the
20 participant of the participant's rights and obligations under the
22 program.

24 **§3835. Job inventory**

26 With the assistance of the councils and the board, the
28 department shall develop a job inventory of sufficient size to
30 accommodate all of the participants who are required to
32 participate or who desire to work in the program.

34 **§3836. Individual employment development plan**

36 The caseworker, with participation by the participant, shall
38 prepare an individual employment development plan designed to
40 assist the participant in removing barriers to employment,
42 acquiring work skills and obtaining unsubsidized employment. The
44 caseworker shall periodically review the individual employment
46 development plan and assess participant progress.

48 **§3837. Job placement**

50 **1. Assignment.** In consultation with the participant the
52 caseworker shall try to match the profile of a participant with
54 the needs of an employer when assigning a participant to work
56 with the employer.

58 **2. Right to terminate.** Either the employer or the
60 participant may terminate the assignment by contacting the
62 department. In the event of termination, the department shall
64 reassess the needs of the participant and assign the participant
66 to another program placement or another program component and, at
68 the employer's request, provide the employer with another
70 participant.

72 **3. Job search.** If, after 6 months in a placement, a
74 participant has not been hired for an unsubsidized position, the
76 employer shall allow the worker to undertake 8 hours of job

2 search per week. Participating employers shall consider this
3 time as hours worked for the purpose of paying wages.

4 4. Reassessment. If, after 9 months in a placement, a
5 participant has not been hired for an unsubsidized position, the
6 placement must be terminated, and the caseworker shall reassess
7 the participant's individual employment development plan.

8
9 5. No private employer available. If there are unassigned
10 participants whom no employer wants to employ, they may be
11 assigned to work for a public agency.

12 **§3838. Priority in placement**

13
14 Assignment to placement must be made according to the
15 following order of priority.

16
17 1. Mandatory participants. Mandatory participants must be
18 given first priority in the following order:

19
20 A. Unemployed caretaker parents of children receiving Aid
21 to Families with Dependent Children who request program
22 services;

23
24 B. Other unemployed caretaker relatives of children
25 receiving Aid to Families with Dependent Children who
26 request program services;

27
28 C. Recipients of food stamps who request program services;
29 and

30
31 D. Persons who would qualify under paragraphs A to C but
32 who have not requested services.

33
34 2. Voluntary participants. If additional placements are
35 available following assignments under subsection 1, voluntary
36 participants must be given priority in the following order:

37
38 A. Unemployed noncaretaker parents of children receiving
39 Aid to Families with Dependent Children; and

40
41 B. Other recipients of unemployment compensation.

42
43 **§3839. Preplacement services**

44
45 1. Substance abuse treatment. If a participant is in need
46 of substance abuse services, the caseworker shall arrange for the
47 provision of those services before a job placement is made.
48

2 2. Life skills training. If a participant is in need of
3 life skills training, the caseworker shall arrange for the
4 provision of that training before a job placement is made. The
5 commissioner shall provide by rule a mechanism to ensure that a
6 provider of life skills training is qualified to provide that
7 service.

8 3. Noncooperation. Failure to participate in services
9 determined necessary under subsection 1 or 2 is considered a
10 refusal to participate in the program.

12 **§3840. Effect on benefits**

14 Aid to Families with Dependent Children and food stamp
15 benefits must be suspended at the end of the calendar month in
16 which an employer makes the first wage payment to a participant
17 who is a custodial parent in a family that receives Aid to
18 Families with Dependent Children or to any adult member of a
19 household receiving food stamps. Failure of the participant to
20 cooperate with the requirements of the program results in the
21 participant's removal from the program and in the loss of one
22 month's benefits for each month that the person fails to
23 participate. Rules governing sanctions, hearings or
24 conciliations for participants in the program are the same as
25 those for the ASPIRE-JOBS Program and the food stamps program.

26 **§3841. Supplemental payments**

28 If the net monthly full-time wage paid to a participant is
29 less than the level of income from the Aid to Families with
30 Dependent Children program and the food stamp program benefit
31 amount equivalent that the participant would otherwise receive,
32 the department shall determine and pay a supplemental payment as
33 necessary to provide the participant with that level of net
34 income. The department by rule shall adopt an equivalency scale
35 to be adjusted for household size and other factors. The purpose
36 of this equivalency scale is to ensure that participants are not
37 economically disadvantaged in terms of net income by accepting a
38 job under the program. The department shall determine and pay in
39 advance supplemental payments to participants on a monthly basis
40 as necessary to ensure equivalent net program wages.

42 **§3842. Child support**

44 In addition to, and not in lieu of, supplemental payments
45 under section 3842, participants may retain the full child
46 support payments collected by the department.

48 **§3843. Individual education account**

50

2 1. Establishment. The department shall establish an
individual education account to receive the contributions
4 provided for under this section in order to improve the position
of participants in the workforce by increasing their access to
6 continuing education. The amount attributable to each individual
participant must be separately accounted.

8 2. Employer contribution. After the participant has been
employed in a program placement for 30 days, in addition to the
10 participant wage, the employer shall pay one dollar for each
participant hour worked into the participants individual
12 education account. Contributions to the account are tax-deferred
or tax-exempt to the extent permitted by federal and state law.

14 3. Reimbursement. If the employer hires a participant in
an unsubsidized position for at least 30 days, the department
16 shall reimburse 1/2 of the employer's contribution to the
individual education account of that employee.

20 4. Use of account. A participant for whom an individual
education account contribution is made may use the account to pay
22 for eligible education costs at any time.

24 5. Eligible education costs. Amounts available in an
individual education account may be used for continuing education
26 and training at any of the State's institutions of higher
education, including technical colleges, for the participant and
28 the participant's immediate family.

30 §3844. Supplemental services

32 1. Medical assistance. Participants who are eligible for
federal and state medical assistance at the time they enter the
34 program remain eligible while they participate in the program.

36 2. Child care. The department shall provide child day-care
assistance to all participants who require it by means of direct
38 payments, vouchers, provision of services or any other means
feasible.

40 §3845. Transitional services

42
44 Once a participant ceases to participate in the program and
until that individual is eligible for the federal earned income
tax credit or a period of 24 months elapses, whichever occurs
46 earlier, that individual is eligible for the following
transitional services:

48 1. Child care. Child day-care assistance by any means
50 authorized under section 3844, subsection 2;

2 2. Medical assistance. Medical assistance to the extent
authorized by federal law; and

4 3. Transportation. Reasonable transportation assistance as
determined by the department.

6 **§3846. Applicability of taxes**

8
10 Wages of participants are subject to federal and state
income taxes, social security taxes and unemployment insurance
12 tax. Taxes must be withheld and paid in accordance with federal
and state laws. Supplemental payments made pursuant to section
14 3842 are not subject to state income taxes and, to the extent
allowed by federal law, are not subject to federal income taxes
or social security taxes.

16 **§3847. Reimbursement to employers**

18 1. Reimbursement. The department shall reimburse employers
20 for the employer share of social security, unemployment insurance
and workers compensation premiums paid on behalf of participants,
22 as well as the minimum wage earnings paid to participants by the
employer.

24 2. Exception. If the department finds that an employer has
26 violated any of the rules of the program, the department shall
withhold any amounts due to the employer under subsection 1 and
28 may seek repayment of any amounts paid to the employer under
subsection 1.

30 **§3848. Termination of employer participation**

32 1. Violation of program requirements. The department may
34 terminate an employer's participation in the program if the
department finds that the employer has violated the terms of this
36 chapter, rules adopted by the department or the terms of any
agreement of participation signed by the employer.

38 2. Failure to comply with labor laws. The department may
40 terminate an employer's participation if the department finds
that the employer has violated any provision of state or federal
42 labor laws, workplace safety laws or tax laws.

44 3. Displacement of workers. If the department finds that,
as a result of participation in the program, the employer has
46 displaced any worker who would have been employed in the absence
of the employer's participation in the program, the department
48 may terminate the employer's participation in the program.

50 **§3849. Sanctions**

2 In addition to termination of the employer's participation
4 under section 3848, if the department finds that, as a result of
6 the employer's participation in the program, the employer has
8 displaced any worker who would have been employed in the absence
10 of the employer's participation in the program, the department
12 shall notify the Bureau of General Services, which shall provide
14 that the State may not enter into a contract with the employer to
16 provide goods or services to the State.

18 **§3850. Appeals**

20 An employer who is aggrieved by the action of the department
22 under this chapter may appeal the department's decision pursuant
24 to the Maine Administrative Procedure Act.

26 **§3850-A. Private right of action**

28 A person who believes that the person has been terminated
30 from a job as a result of an employer's participation in the
32 program has a right of action against the employer as a result of
34 that termination. If the court finds that the person was
36 terminated from a job because of the employer's participation in
38 the program, the court shall order that the person be reinstated
40 in the person's former job with the employer and be awarded
42 attorney's fees and 3 times the amount of salary that the person
44 lost while unemployed.

46 **§3850-B. Evaluation**

48 1. Report. By January 1, 2000 the department shall submit
50 a written report to the Governor and the Legislature containing a
 full and complete analysis of the program. The report must
 include recommendations from the department and the board
 regarding appropriate revisions to the program and the
 desirability of its continuation.

2. Evaluation. The department shall provide for an
 evaluation of the program by an independent evaluator using a
 combination of group comparison, survey and individualized event
 and attitude recording techniques. Performance in attaining the
 program goals must be matched against performance using the
 traditional welfare and employment characteristics. The
 evaluation must include measurements of whether program
 participation has improved the quality of life of participants.
 As part of the evaluation, the Department of Labor shall
 determine whether the program has displaced unsubsidized
 employment opportunities that would otherwise have been available
 and whether the program has had any discernible impact on the
 economy or general wage levels.

2 3. Target goals. The target goals of the program are to
3 reduce the Aid to Families with Dependent Children and food stamp
4 caseloads by 50% by the end of the 4th year of the program and to
5 reduce the costs associated with these caseloads by 25% over the
6 first 4 years of the program.

7 4. Preliminary report. Twelve months after the beginning
8 of the program, the department shall present to the Legislature a
9 report on the cost-neutrality projections of the program. If it
10 appears that the program is not likely to be cost-neutral over
11 the first 3 years of the program, the department shall also
12 present a plan for the early termination of the program.

13 **Sec. 4. Transition.** The Department of Human Services shall
14 begin implementation of the ASPIRE-Plus program as soon as
15 permissible under federal law, and as soon as any necessary
16 federal waivers are granted. It is the intent of this Act that
17 the ASPIRE-Plus program supplement the ASPIRE-JOBS Program. The
18 department shall notify the joint standing committees of the
19 Legislature having jurisdiction over appropriations and financial
20 affairs matters and human resource matters monthly of progress
21 toward accomplishing this intent. The department shall
22 immediately report any barriers encountered to the accomplishment
23 of the intent and any legislative actions necessary to continue
24 progress toward implementation of that intent.
25

26 Any funds appropriated or allocated to Aid to Families for
27 Dependent Children or the ASPIRE-JOBS Program must be transferred
28 to the ASPIRE-Plus program for purposes of its implementation and
29 operation at the time that the department certifies to the Bureau
30 of the Budget that the ASPIRE-Plus program is ready for
31 implementation.
32

33

34

35

36 **STATEMENT OF FACT**

37 The purpose of this bill is to move people into the work
38 force and toward self-sufficiency and away from government
39 assistance. It requires people to get the training necessary for
40 successful employment and supports the entry of people into the
41 workplace.
42

43 This bill provides incentives for employment while removing
44 barriers welfare recipients commonly face. It protects child
45 care benefits, child support payments and medical coverage while
46 maintaining income. Specifically, the bill contains the
47 following provisions.
48

2 1. It uses short-term, subsidized employment by requiring
4 most Aid to Families with Dependent Children (AFDC) recipients to
4 participate and cooperate with job placement to help them become
economically self-sufficient for the long term.

6 2. It shifts the participant's dependence on AFDC to a
8 reliance on earned income by providing a paycheck from an
10 employer for actual work instead of a welfare check from the
government.

12 3. It provides program recipients with work skills,
14 education, work site training, mentoring and individual education
account credits to support continuing education.

16 4. It provides all necessary support services including
18 child care, workers' compensation and job placement, as well as a
guarantee to participants that their net income will not be
reduced.

20 5. It tailors individual employment plans by matching job
22 skills and interests of the participant to the needs of employers.

24 6. It develops a partnership between the public and private
sectors for job creation.

26 7. It pays wages for participants from funds that otherwise
28 would have gone into welfare benefits. Employers will issue
paychecks and be reimbursed by the State up to the amount of the
minimum wage.

30 8. It is intended to reduce the caseload for AFDC and food
32 stamps by 50% in the 4th year of the program and to reduce
overall caseload costs by 25%.

34 9. It allows participants receiving child support payments
36 to receive the entire amount of child support paid.

38 10. It provides requirements and authorization for the
40 Department of Human Services to expeditiously seek and obtain any
federal permission necessary to implement the program.