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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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HOUSE BILL

No. 808      Session of  
1999

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RUFFING AND PRESTON, MARCH 10, 1999

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REFERRED TO COMMITTEE ON HEALTH AND HUMAN SERVICES,  
MARCH 10, 1999

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AN ACT

1 Establishing the Job Opportunities in Basic Services (JOBS)  
2 Program; and providing for duties of Secretary of Public  
3 Welfare, for eligibility for program, for compensation, for  
4 supervisors, for prohibited activities, for annual report,  
5 for local JOBS Program incubator, for regulations, for  
6 expenditure of funds and for funding.

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9 The General Assembly of the Commonwealth of Pennsylvania  
10 hereby enacts as follows:

11 Section 1. Short title.

12 This act shall be known and may be cited as the JOBS Program  
13 Act.

14 Section 2. Declaration of policy.

15 (a) Findings.--The General Assembly finds and declares as  
16 follows:

17 (1) In the aftermath of welfare reform thousands of new  
18 jobs will be needed in this Commonwealth in order to absorb  
19 those who will be required to work or lose welfare benefits.

20 (2) Pennsylvania has lost 381,000 manufacturing jobs  
21 since 1980. As a result, in many areas of this Commonwealth  
22 there is a severe shortage of entry-level positions relative  
23 to the number of people seeking work.

24 (3) Pennsylvanians have the work ethic and ability to  
25 make Pennsylvania a national leader, a global competitor and  
26 a job creator.

27 (4) Work force development is a process of education,  
28 training, and development activities for increasing the  
29 skills and knowledge of individuals so they can maximize  
30 their employment opportunities, participate in productive

1 work, and achieve their career potential.

2 (5) At the same time that many new entrants to the job  
3 market will be seeking employment, many of this  
4 Commonwealth's economically depressed communities are in need  
5 of the labor that these job seekers can provide. Thus,  
6 employment in public service activities can simultaneously  
7 represent an investment both in human capital and in the  
8 vitality of local communities.

9 (6) Many of those who will need to make the transition  
10 from welfare to work face serious barriers to successful  
11 employment, including lack of education, work experience,  
12 affordable child care and transportation.

13 (7) The most successful welfare-to-work programs have  
14 been those which combine real work experience with education  
15 and training assistance that is appropriate for the  
16 particular individual and is focused on developing job-  
17 relevant skills.

18 (8) All sectors of the community, both in the private  
19 and the public sector, have a responsibility to ensure that  
20 those individuals attempting to leave the welfare rolls have  
21 the opportunity to enter into the work force and to establish  
22 economic independence.

23 (9) Welfare reform presents potential risks to existing  
24 workers who face new competition from new job seekers leaving  
25 welfare. These workers need protection to ensure that welfare  
26 reform induces the creation of new jobs rather than  
27 displacement of existing workers.

28 (b) Purpose.--It is the purpose of this act:

29 (1) To establish and operate a program of temporary,  
30 public service employment as a transition to permanent

1 employment in the private and public sector by entering into  
2 performance-based contracts with State agencies,  
3 municipalities, and community-based agencies to assist them  
4 to create appropriate work opportunities and to enable  
5 participants to make the transition from subsidized to  
6 unsubsidized employment.

7 (2) To create 10,000 real jobs as an alternative to  
8 welfare or workfare.

9 (3) To target such job creation to rural, suburban and  
10 urban regions of this Commonwealth that are suffering from  
11 shortages in entry-level jobs and to direct this employment  
12 to the purpose of providing public service to communities and  
13 individuals in need.

14 (4) To address barriers to employment through effective  
15 assessment and appropriate support services, training and  
16 case management.

17 (5) To protect existing workers from being displaced by  
18 the jobs created by this act.

### 19 Section 3. Definitions.

20 The following words and phrases when used in this act shall  
21 have the meanings given to them in this section unless the  
22 context clearly indicates otherwise:

23 "Bona fide job opportunity." A job with:

24 (1) clearly defined work responsibilities;

25 (2) wages paid pursuant to the requirements of section  
26 8;

27 (3) clearly defined reporting responsibilities;

28 (4) orientation and training necessary to effectively  
29 perform the assigned work responsibilities;

30 (5) effective supervision by supervisors who have

1 received orientation as to the supervisory needs of JOBS  
2 program participants and guidance in the performance of the  
3 work involved; and

4 (6) orientation as to advancement opportunities that are  
5 available with the JOBS project employer, and in the type of  
6 work in which the individual is involved, and information on  
7 how to qualify for and apply for such opportunities.

8 "Case management." The provision of client-centered services  
9 to participants to help them to succeed in the program. Such  
10 assistance could include, for example, job or career counseling  
11 or assistance in arranging appropriate training or child care.

12 "Community-based agency." A private, nonprofit organization  
13 that is representative of a community or a significant segment  
14 of a community that is engaged in meeting human, educational or  
15 environmental community needs. The term includes community  
16 development corporations, neighborhood groups and organizations,  
17 union-related organizations and employer-related nonprofit  
18 organizations, organizations operating career intern or literacy  
19 programs, educational or religious institutions and other  
20 nonprofit organizations.

21 "Department." The Department of Public Welfare of the  
22 Commonwealth.

23 "JOBS Program" or "program." The Job Opportunities in Basic  
24 Services Program established under this act.

25 "JOBS projects." Projects which involve either:

26 (1) The direct delivery of services to individual  
27 children, elderly persons, persons with physical and  
28 developmental disabilities or persons with low incomes, for  
29 example, staffing soup kitchens, food cupboards, and meals-  
30 on-wheels programs; providing companionship to the elderly,

1 the institutionalized and the homebound and day care or  
2 working in recreation programs.

3 (2) The promotion of neighborhood or community well-  
4 being, for example, crime prevention, working in Neighborhood  
5 Townwatch programs, removing graffiti or rehabilitating,  
6 cleaning and sealing abandoned houses.

7 (3) The conservation, improvement or development of  
8 natural resources or the enhancement, preservation or  
9 maintenance of public lands, water or facilities, for  
10 example, cleaning streams, playgrounds, neighborhoods and  
11 roadways and improving State parks and hiking trails.

12 (4) Relief or reconstruction activities in the case of  
13 emergencies or natural disasters.

14 (5) Other projects serving the public interest.

15 "Municipality." Any political subdivision or municipal or  
16 local authority located within this Commonwealth.

17 "Participant." An individual who has been determined to be  
18 eligible to participate in and who has commenced a work  
19 assignment.

20 "Secretary." The Secretary of Public Welfare of the  
21 Commonwealth.

22 "State agencies." A department, departmental administrative  
23 board or commission, independent board or commission, agency or  
24 other authority of the Commonwealth now existing or created. The  
25 term includes the Senate, the House of Representatives and all  
26 courts.

27 Section 4. JOBS Program established.

28 There is hereby established within the Department of Public  
29 Welfare the Job Opportunities in Basic Services (JOBS) Program.

30 Section 5. Duties of secretary.

1 The secretary shall:

2 (1) Appoint a director who shall act as the  
3 administrative officer of the program. The director shall  
4 employ staff necessary to implement the provisions of this  
5 act.

6 (2) Review proposed JOBS projects submitted to the  
7 department by State agencies, municipalities or community-  
8 based agencies and approve projects that meet the  
9 requirements of this act.

10 (3) Execute performance-based contracts or cooperative  
11 agreements with those State agencies, municipalities or  
12 community-based agencies that have had JOBS projects approved  
13 containing any terms and conditions deemed necessary and  
14 desirable for the provision of services to participants, such  
15 as enrollment, ability assessment, education and training,  
16 case management and job readiness, search and placement.

17 (4) Authorize utilization of the program for approved  
18 JOBS projects in urban, suburban and rural areas as necessary  
19 to carry out the provisions of this act.

20 (5) Authorize utilization of the program for emergency  
21 projects within or outside this Commonwealth which shall  
22 include, but not be limited to, natural disasters, fire  
23 prevention and suppression and rescue of lost or injured  
24 persons. Participation in emergency projects shall be  
25 voluntary. Program participants shall receive adequate  
26 training prior to participating in an emergency project.

27 (6) Apply for and accept grants or contributions of  
28 funds from any public or private source, including the  
29 acceptance of Federal funds appropriated by the General  
30 Assembly.

1           (7) Purchase, rent or otherwise acquire or obtain  
2       personal property, supplies, instruments, tools, equipment or  
3       conveniences necessary to complete JOBS projects or provide  
4       training for program participants.

5           (8) Develop program guidelines or regulations as it  
6       deems necessary to fairly and effectively administer this  
7       act.

8   Section 6. JOBS projects.

9       (a) Job requirements.--

10           (1) The secretary shall ensure that each program  
11       participant receives a bona fide job opportunity that is  
12       comparable to full-time employment in the public or private  
13       sector.

14           (2) The secretary shall ensure that each participant  
15       receives an assessment of their employability skills and  
16       abilities, including educational needs and prior work  
17       experience, as well as the participant's needs regarding  
18       child care and other supportive services. On the basis of  
19       this assessment, and in consultation with the participant,  
20       the participant shall be assigned to a JOBS project and shall  
21       receive appropriate training and supportive services that are  
22       designed to enable the participant to succeed in the program  
23       and to assist the participant in developing new skills and  
24       abilities.

25           (3) The secretary shall ensure that each participant  
26       receives adequate and appropriate supervision; case  
27       management; job search, readiness and placement assistance.

28           (4) The secretary shall establish a grievance procedure  
29       for participants and for workers claiming to have been  
30       displaced by participants.

1 (b) Project criteria.--The secretary shall establish  
2 criteria for JOBS projects so as to ensure that all participants  
3 are engaged in activities that provide a valuable work  
4 experience to the participant and produce a demonstrable public  
5 benefit. The secretary shall seek and entertain proposals from  
6 State agencies, municipalities or community-based agencies to  
7 operate JOBS projects. JOBS projects shall be undertaken in  
8 eligible urban, suburban and rural areas, in accordance with  
9 subsection (c), and shall be selected on the basis of the  
10 secretary's criteria.

11 (c) Geographic location of projects.--

12 (1) JOBS projects may be undertaken in any area of this  
13 Commonwealth. Project slots shall be distributed among such  
14 areas in proportion to county or regional statistics for  
15 welfare caseloads, unemployment and poverty.

16 (2) The secretary shall to the extent possible assign  
17 participants to projects that are within reasonable commuting  
18 distance from participants' place of residence.

19 (d) Coordinated services.--Whenever available and  
20 appropriate, adult education, job training and placement  
21 services provided through other Federal, State and local-funded  
22 programs such as the Job Training Partnership Act Program, the  
23 Community Services Block Grant and the Job Centers shall be  
24 coordinated with projects developed under this act to assist  
25 eligible participants. Coordinated services may include, but are  
26 not limited to, job placement assistance, adult literacy  
27 training, job search skills, job application skills and ability  
28 assessments. Whenever possible, eligible participants without a  
29 high school diploma shall receive coordinated services that  
30 provide an opportunity to obtain an equivalent high school

1 diploma.

2 (e) Labor standards.--

3 (1) Health and safety standards established under law,  
4 otherwise applicable to working conditions of employees,  
5 shall be equally applicable to working conditions of  
6 participants. With respect to any participant who is engaged  
7 in activities not covered under the Occupational Safety and  
8 Health Act of 1970 (Public Law 91-596, 29 U.S.C. § 651 et  
9 seq.) the participant shall not be required or permitted to  
10 work, be trained, or receive services in buildings or  
11 surroundings or under working conditions which are  
12 unsanitary, hazardous or dangerous to the participant's  
13 health or safety.

14 (2) Workers' compensation benefits shall be available  
15 with respect to injuries suffered by participants under the  
16 same standards applicable to other public and private  
17 employees in this Commonwealth.

18 (3) No work assignment under this program shall result  
19 in:

20 (i) displacement of a currently employed worker,  
21 including partial displacement such as a reduction in the  
22 hours of nonovertime work, wages or employment benefits,  
23 or the filling of a vacant, established position;

24 (ii) assignment of a participant to a position when  
25 another individual is on layoff from the same or an  
26 equivalent position, when the employer has terminated the  
27 employment of a regular employee or otherwise reduced its  
28 work force with the effect of filling the vacancy so  
29 created with a participant or without the prior approval  
30 of the applicable labor union at a worksite employing

union workers;

(iii) infringement of the promotional opportunities  
of a currently employed individual; or

(iv) replacement of a striker or lockout worker.

Section 7. Eligibility for program.

(a) Criteria.--Persons participating in the JOBS Program  
shall be men and women who are:

(1) Eighteen years of age or older.

(2) Residents of this Commonwealth.

(3) Registered with the local Job Center for employment.

(4) Physically and mentally capable of performing work.

(5) Able to provide assurance that they did not leave  
school for the purpose of participating in the program.

(6) Receiving general assistance, Temporary Assistance  
for Needy Families (TANF) or other public assistance  
benefits. Persons whose public assistance benefits were  
eliminated as a result of the amendatory act of June 16, 1994  
(P.L.319, No.49), the amendatory act of June 30, 1995  
(P.L.129, No.20) and the amendatory act of May 16, 1996  
(P.L.175, No.35) or the Personal Responsibility and Work  
Opportunity Reconciliation Act of 1996 (Public Law 104-193,  
110 Stat. 2105) are also deemed to meet the eligibility  
criteria of this paragraph; or individuals without any  
income.

(b) Enrollment of participants.--The secretary shall  
establish a system of referrals of potential applicants from  
county assistance offices, job centers, private industry  
councils, schools, municipalities and community-based agencies.  
The secretary shall develop standards for classifying applicants  
into various levels of eligibility based on individual skill and

1 abilities, on the readiness, willingness and availability to  
2 work, and on job availability measures. Not less than 60% of the  
3 enrolled participants shall be individuals who are:

- 4 (1) basic skills deficient;
- 5 (2) lacking in a high school or equivalency diploma; or
- 6 (3) without significant prior work experience.

7 Section 8. Compensation.

8 (a) Term of enrollment.--Program participants shall be paid  
9 the wages provided in subsection (b) beginning on the day their  
10 work commences and continuing throughout their enrollment in the  
11 program. Unless the participant obtains employment or leaves the  
12 program for another reason, enrollment shall be for a period of  
13 18 months. Participants shall receive appropriate counseling and  
14 job placement assistance prior to the end of their enrollment  
15 and shall, in accordance with rules established by the  
16 secretary, receive paid leave for the purpose of interviewing  
17 for jobs. With the approval of an individual participant, the  
18 secretary may refer a participant who successfully completes the  
19 program to private or public sector employers.

20 (b) Minimum wage.--Program participants shall receive an  
21 hourly wage no less than 65% of the United States Department of  
22 Labor Lower Living Standard Income Level (LLSIL) for a family of  
23 three, as updated annually, most recently at 63 Federal Register  
24 25086 (May 6, 1998) and established for Pennsylvania  
25 metropolitan and nonmetropolitan areas, but no less than \$7 per  
26 hour. In the event the prevailing wage at a worksite for an  
27 employee performing the same job duties as a program participant  
28 is greater than the applicable LLSIL, the employer shall pay the  
29 program participant the wage difference. At the end of nine  
30 months of employment in the JOBS program, participants shall

1 receive a 10% increase in salary.

2 (c) Benefits.--Program participants shall be entitled to the  
3 same paid holidays as other employees at their worksite.

4 Otherwise, they shall be entitled to paid Commonwealth holidays.

5 Program participants who obtain other employment prior to  
6 completing their maximum enrollment in the program shall receive  
7 a \$500 empowerment credit which may be used only for the  
8 purposes of continuing education and training, child care, car  
9 expenses and other purposes directly related to maintaining  
10 employment.

11 (d) Work hours.--Program participants shall be scheduled to  
12 work the standard work hours of the State agency, municipality  
13 or community-based agency where they are assigned, but in no  
14 instance shall participants be scheduled to work more than 40  
15 hours per week. Participants may request and shall be excused as  
16 necessary for a minimum of six and a maximum of 12 hours per  
17 week from scheduled work hours to participate in adult  
18 education, job training and job readiness or placement services,  
19 in accordance with the participant's assessment provided that  
20 the participant must work at least 28 hours per week.

21 Participants shall be compensated as set forth in subsection (b)  
22 while engaged in such adult education, job training or job  
23 readiness or placement services. During the last month of a  
24 participant's enrollment in the program, release time for  
25 education or training may be used for job search.

26 (e) Health benefits.--Notwithstanding the provisions of the  
27 act of June 13, 1967 (P.L.31, No.21), known as the Public  
28 Welfare Code, program participants and their spouses and  
29 dependent children shall be eligible for medical assistance  
30 during their term of enrollment in the program if no other free

1 health care insurance program is available. In the event a  
2 participant successfully transitions into nonsubsidized  
3 employment, the participant's dependent children will remain  
4 eligible for medical assistance for an additional year if no  
5 other free health care insurance program is available.

6 (f) Earned income tax credits.--The secretary shall ensure  
7 that each program participant is specifically notified and  
8 educated concerning the Federal Earned Income Tax Credit Program  
9 (EITC) and is assisted in applying for reverse withholding  
10 regarding the JOBS Program wages the participant is paid. The  
11 secretary shall:

12 (1) Prepare an easily understandable information guide  
13 geared to program participants explaining the operation of  
14 the EITC and reverse withholding. The information guide shall  
15 include, but not be limited to:

16 (i) eligibility for the EITC;  
17 (ii) how to receive the EITC;  
18 (iii) how to receive reverse withholding payments of  
19 the EITC along with regular paychecks;  
20 (iv) the effect of EITC on eligibility for public  
21 assistance programs;  
22 (v) negative effects, if any, of receiving reverse  
23 withholding of EITC payments; and  
24 (vi) where volunteer income tax assistance is  
25 available, including, at a minimum, a central toll-free  
26 telephone number for referrals to free tax assistance  
27 sites.

28 (2) Ensure that approved JOBS sites distribute the  
29 information guide.

30 (3) Ensure that approved JOBS sites shall notify program

1 participants, whose wages are projected to be or have been  
2 during the past year below the maximum income limit for EITC,  
3 of their possible eligibility for EITC, at the time they  
4 enroll in the program and annually between January 1 and 31.

5 (4) Ensure that approved JOBS sites provide and process  
6 in accordance with Federal law the W-5 form for reverse  
7 withholding of the EITC upon request of the employee.

8 (g) Child-care benefits.--Program participants who have  
9 dependent children shall be provided with quality child care  
10 that enables them to participate. Participants who would  
11 otherwise be eligible for child-care assistance under a program  
12 administered by the department shall receive the same benefits  
13 under such program as other former welfare recipients or  
14 qualified employed individuals.

15 (h) Other supportive services.--In accordance with standards  
16 to be established by the secretary, the secretary may provide  
17 financial assistance for the purpose of assisting a participant  
18 regarding one-time, work-related expenses, for the sole purpose  
19 of assisting the participant in beginning the participant's JOBS  
20 project.

## 21 Section 9. Supervisors.

22 (a) Funding.--Funds available for this program may be used  
23 to pay the wages of supervisors, as necessary and appropriate,  
24 for the purpose of supervising program participants.

25 (b) Supervisors.--The secretary is authorized to approve the  
26 hiring of supervisors where appropriate for a particular JOBS  
27 project. Persons eligible to be hired as supervisors shall be  
28 individuals who are otherwise eligible to be program  
29 participants, capable of doing the work to be supervised and  
30 qualified to perform supervising duties. Supervisors may be

1 employed for a period that may exceed the 18-month limit  
2 applicable to other program participants. Supervisors shall  
3 receive an hourly wage that exceeds the hourly wage of other  
4 program participants by 30%, and shall enjoy the same benefits  
5 as other participants.

6 (c) Other supervisors.--Each JOBS project proposal submitted  
7 to the program by a State agency, municipality or community-  
8 based agency shall include a description of the supervision that  
9 would be needed and the extent to which the agency is able or  
10 unable to provide such supervision. The secretary is authorized  
11 to subsidize professional supervision for projects sponsored by  
12 community-based agencies where the project warrants such  
13 expenditure and the sponsoring agency is financially unable to  
14 afford the costs.

15 Section 10. Prohibited activities.

16 The secretary, in developing and approving projects, shall  
17 assure that:

18 (1) In employment practices, no individual will be  
19 discriminated against because of the individual's race,  
20 color, religious creed, ancestry, sex, national origin, age  
21 or non-job-related handicap or disability.

22 (2) No person shall make any payment to another person  
23 as compensation for referring an individual as a potential  
24 program participant.

25 (3) It shall be unlawful for anyone to demand from any  
26 public officer, program participant or supervisor an  
27 assessment or percentage of any money or profit, or its  
28 equivalent in support, service or any other thing of value,  
29 with the understanding, express or implied, that the same may  
30 be used or shall be used for political purposes. Nothing

1 contained in this act shall be construed to prohibit  
2 voluntary contributions to a political committee or  
3 organization for legitimate political and campaign purposes  
4 to the extent such contributions are not prohibited by law.

5 Section 11. Annual report.

6 On October 1, 2000, and each year thereafter during the  
7 program's existence, the secretary shall report to the Secretary  
8 of the Senate and the Chief Clerk of the House of  
9 Representatives on the impact of the program in the preceding  
10 fiscal year. All recipients of funds for approved projects shall  
11 provide the information requested by the department for the  
12 purposes of this report. The report shall include, but not be  
13 limited to:

14 (1) Productivity measures by the type of project funded.

15 (2) The number of program participants enrolled.

16 (3) The average length of enrollment.

17 (4) The extent of job training provided to participants.

18 (5) The number of participants who find employment after  
19 completion of the project.

20 (6) Estimated total dollar value of completed work  
21 projects by type of project.

22 (7) Estimated potential revenue from projects completed  
23 by program participants.

24 (8) Estimated savings by all levels of government as a  
25 result of reductions in social service delivery and public  
26 assistance benefits provided to or on behalf of JOBS Program  
27 participants and their families during the period of their  
28 participation in the program.

29 (9) Estimated tax revenues received by all levels of  
30 government from participants during the period of their

1 participation in the JOBS Program.

2 (10) Estimated EITC benefits received by program  
3 participants during the period of their participation in the  
4 JOBS Program.

5 (11) An analysis of the impact of program participation  
6 on the overall welfare of participants and their families,  
7 taking into consideration such factors as family income, the  
8 attainment of new skills or education levels and other social  
9 benefits as reported by participants.

10 (12) The amount of appropriated funds expended on  
11 program administration.

12 (13) Appropriate data concerning entry-level job  
13 vacancies.

14 Section 12. Local JOBS Program incubator.

15 In order to provide opportunities for local agencies to  
16 create locally operated and funded local jobs programs, funds  
17 may be authorized to support the development of new local jobs  
18 programs consistent with the provisions of this act. Pending the  
19 availability of funds, the department may enter into contingent  
20 commitments with municipal governments to provide funding on a  
21 reducing basis over a three-year period.

22 Section 13. Regulations.

23 The department shall promulgate regulations necessary to  
24 carry out this act no later than January 1, 2000.

25 Section 14. Expenditure of funds.

26 (a) Administrative costs.--The secretary shall minimize to  
27 the greatest extent possible the extent to which funds available  
28 for this program are expended on anything other than participant  
29 wages. The secretary shall establish guidelines for limiting  
30 administrative costs, and, in the case of community-based

1 agencies, may take into account the size and administrative  
2 capabilities of the agencies in the guidelines.

3 (b) Municipalities and community-based agencies.--At least  
4 50% of the funds available annually for the JOBS Program shall  
5 be expended on JOBS projects sponsored by local or community-  
6 based agencies.

7 (c) Use of funds.--For the 1999-2000 fiscal year and each  
8 year thereafter, funds provided for this program shall be used  
9 for the following:

10 (1) Program participant and supervisor wages and  
11 authorized benefits.

12 (2) Contracted services for participants, such as  
13 assessment, training, case management, job readiness and  
14 placement and tools and supplies.

15 (3) Program and project administration and supervision.

16 (4) Site development and materials, except that the  
17 secretary is authorized to reject any JOBS project that would  
18 include an unreasonable level of expenditures for such items.

19 Section 15. Funding.

20 (a) Source of funds.--Funding for the JOBS Program shall be  
21 provided, first, from funds appropriated to meet the State  
22 Maintenance-of-Effort (MOE) requirements under the Personal  
23 Responsibility and Work Opportunity Reconciliation Act of 1996  
24 (Public Law 104-193, 110 Stat. 2105) for the Temporary  
25 Assistance for Needy Families (TANF) program; and, if these  
26 funds should be insufficient to meet the objectives of this act,  
27 from Federal funds received under the Personal Responsibility  
28 and Work Opportunity Reconciliation Act for the Temporary  
29 Assistance for Needy Families (TANF) program. Should these funds  
30 be insufficient to meet the objectives of this act, the General

1 Assembly will appropriate such additional funds as are  
2 necessary.

3 (b) Additional funds.--The secretary shall seek waivers of  
4 Title I through III of the Job Training Partnership Act (Public  
5 Law 97-300, 29 U.S.C. § 1501 et seq.) authorized under the 1997  
6 Omnibus Consolidated Appropriations Bill (Public Law 104-208),  
7 and of the Workforce Investment Act (Public Law 105-220)  
8 authorized under section 192 of that act, in order to secure  
9 additional funding that would maximize the education, training,  
10 wages and benefits of participants.

11 Section 16. Effective date.

12 This act shall take effect July 1, 1999, or immediately,  
13 whichever is later.