

MINUTES

**MONTANA HOUSE OF REPRESENTATIVES
54th LEGISLATURE - REGULAR SESSION**

JOINT SUBCOMMITTEE ON HUMAN SERVICES & AGING

Call to Order: By **CHAIRMAN JOHN COBB**, on February 2, 1995, at
8:00 a.m.

ROLL CALL

Members Present:

Rep. John Cobb, Chairman (R)
Sen. James H. "Jim" Burnett (R)
Rep. Betty Lou Kasten (R)
Sen. John "J.D." Lynch (D)

Members Excused:

Sen. Charles "Chuck" Swysgood, Vice Chairman (R)
Rep. Beverly Barnhart (D)

Members Absent: None

Staff Present: Lois Steinbeck, Legislative Fiscal Analyst
Connie Huckins, Office of Budget & Program
Planning
Ann Boden, Committee Secretary

Please Note: These are summary minutes. Testimony and
discussion are paraphrased and condensed.

Committee Business Summary:

Hearing: DEPARTMENT OF SOCIAL & REHABILITATION
SERVICES: Child Care, JOBS Program,
Various Human Services Programs
Executive Action: DEPARTMENT OF FAMILY SERVICES: Sexual
Offender Testimony

Tape No. 1:A:1.2

OVERVIEW ON FAMILY ASSISTANCE DIVISION

Roger LaVoie, Administrator, Family Assistance Division, Department of Social and Rehabilitative Services addressed mandates from HB 427 from the 1993 legislature in which SRS was asked to establish an advisory committee to consult the Department's development of at least three alternative structures for the administration of public assistance programs. He distributed and discussed a handout. **EXHIBIT 1**

Linda Currie, Self-Sufficiency Team, Family Assistance Division, read from information provided in the General Assistance Report - An Attempt to Track Former Recipients. **EXHIBIT 2**

Ms. Currie said the 1993 mandates lead into some problems that Deer Lodge County was having and read from information provided in **EXHIBIT 3**.

Patty Giberson, County Director, Deer Lodge, Powell and Granite Counties, discussed the pilot project for provision of state-funded services which were eliminated by HB 427, Section 24. The project plan was established by a Deer Lodge County task force. The plan initially covered a maximum of 20 clients. In FY94, \$72,709 was the cost for total expenditures. The remaining funds of \$55,668 were reimbursed to the state. In order to limit GA benefits to individuals in FY95, completion of a 12 week program was required for basic life skills. She reported that cost savings to the state were \$184,583 in the initial year the county had the general relief program.

She said the reasons Deer Lodge County still needed help for the indigent relief program, were because of the high population of people on public assistance programs with low paying jobs and not sufficient resources to help the population. The Deer Lodge County mill levy is significantly low for a high population of needy individuals, and the resources for ministerial and other non-profits have decreased. There have also been increases in rent in the community. She concluded by asking for continued funding of a much needed program in Deer Lodge County.

Mr. LaVoie gave an overview of the Family Assistance Division. **EXHIBIT 4** The Family Assistance Division provides several programs to assist the needy including Aid to Families with Dependent Children, Medicaid, Job Opportunities and Basic Skills (JOBS), Child Care, Low Income Energy Assistance Program (LIEAP), Weatherization and Commodities. Delivery of these programs is offered through local county welfare offices, HRDCs and a variety of other non-profit contracts.

Mr. LaVoie then distributed and briefly discussed the information on the programs provided through the Family Assistance Division. **EXHIBIT 5**

Tape No. 1:B:43.0

EXECUTIVE ACTION ON SEXUAL OFFENDER TESTIMONY

In order to protect the privacy rights of the perpetrators and victims of incidents of sexual abuse disclosed to this subcommittee, without subcommittee advance knowledge, **CHAIRMAN COBB** directed that the following facts be included in this written proceeding:

1. There was no prior knowledge of this testimony.

2. The Chairman, when seeing people and subcommittee members, was stunned and did not stop the testimony.

3. The Chair should have closed the hearing in order to protect privacy of witnesses and persons mentioned by them.

4. So in light of the need to take corrective action after the incident arose, the following motion was made:

Motion/Vote: CHAIRMAN COBB moved that the portion of the tape containing the testimony naming individuals be expunged, and that no written record of the names or incidents be maintained. Motion CARRIED 5-0. (SEN. SWYSGOOD was not present for this vote.)

Linda Fellingner, Child Care Specialist, Self-sufficiency Team, Family Assistance Division, gave a brief overview of the Child Care Program administered by SRS. The goal for the VI-A funded child care program is to provide child care assistance to families for support of self-sufficient activities.

Ms. Currie gave an overview on the two work programs managed by the Family Assistance Division; the JOBS and Food Stamp Job Search program.

The goal of Food Stamp Employment and Training program is to improve the employability of food stamp recipients through training or actual work experience. The Department tries to move this population into the regular employment. This program is mandated by the federal government and is operating in 16 counties. Funding for this program is 100% federal funded, based on the number of food stamp cases. Fifty percent state funds are also used to provide client services.

She said the Department is trying to integrate the Food Stamp Job Search Program with JOBS. By integrating these two programs, the Department will be able to concentrate more dollars on the AFDC population.

The purpose of the JOBS program is to provide employment opportunities through education training and supportive service arena to help clients become self-sufficient. The goal of JOBS is to obtain economic self-sufficiency through integrated case management. The JOBS program is operating in 36 counties

{Tape: 2, side A, approx. counter 38.0 through tape 2, side B approx. counter 31.3 is missing.}

She said that in order achieve the goal of family self-sufficiency, it is necessary to continue to invest in a program like JOBS, which upgrades the educational levels of families, improves the job skills of parents and provides life skills training necessary to survive in today's economy.

She then spoke about the teen parent programs. She said the Montana JOBS program worked with the Office of Public Instruction (OPI) and the Montana Job Training Partnership, Inc. on two teen parent projects to serve teen parents ages 16-19.

Tape No. 2:B:54.5

HEARING ON CHILD CARE

Barb Maeaux, Core Coordinator, Resource and Referral handed out information on what services are provided, including training for child care providers, continuing education for experienced providers and on-site training. **EXHIBIT 6** Montana's Resource and Referral provides referrals to parents for available options for child care, information on state regulations, checklists to parents on selecting child care and information on assistance programs for paying for child care.

Proponents' Testimony:

Mary Alice Cook, Advocates for Montana's Children, spoke in favor of raising the state rate of reimbursement for child care to the 75th percentile of the current market rate as required by federal regulations. She recommended that the Department of Social and Rehabilitation Services (SRS) be required to pay the child care resource and referral agencies for essential administrative services provided for the JOBS daycare program. She recommended continuing the funding of essential child care services, formally funded by the Federal Dependent Care grant.

Steve Yaekel, Montana Council on Maternal and Child Health, said the Council participated in several meetings throughout Montana, and people were educated on the child care issue "right down to the specifics of the number of programs involved." The importance of the increase to the 75th percentile was spoken about in a highly favorable fashion. He cautioned about reimbursing child provider facilities.

Tape No. 3:A:0.8

HEARING ON VARIOUS INTERGOVERNMENTAL
HUMAN SERVICES PROGRAMS

Proponents' Testimony:

Blake Wordal, Lewis and Clark County Commissioner, said he also serves as President of the Rocky Mountain Development Council. He said Human Resource Development Councils (HRDCs) have a good partnership with government and the clients they serve and private industry. He said the Board of Directors support the special projects part of the budget.

Bob Buzzas, President, HRDC, Bozeman District Nine, said he is also a business owner. He spoke about the Community Service

Block Grant (CSBG) funds. HRDC is able to use CSBG funds to create new programs to meet needs that otherwise would not be met. He said CSBG funds are leveraged a hundred times and asked the subcommittee to think of the funds as a very valuable resource.

Deb Martin Young, Director of Residential Services, Montana Power Company, spoke in support of the Weatherization Program budget for SRS. She said Montana Power Company entered into an agreement this year with SRS to form a public partnership that will fund weatherization for Montana Power and the state of Montana. This partnership will acquire cost effective energy savings for the company as well as leverage state and utility dollars to serve the maximum number of customers possible. She noted this partnership was formed as a result of work with HRDCs who were symmetrical with MPC for the low income or aging qualified customers in the state.

Peggy Branz, Executive Director, Montana Food Bank Network, testified that the Montana Food Bank Network and the SRS Food Distribution Bureau have worked closely together for the last six years in transporting food needed to food banks and feeding programs in all 56 counties throughout the state. She said SRS is very much in contact with the Montana Food Bank Network in planning and participating in the annual statewide hunger and homelessness conference. She commented that the Department has supported and worked closely with the Montana Food Bank Network as a public/private partnership in the past.

Matt Dale, Friendship Center, Helena, testified in support of the emergency shelter grant money. He said the Friendship Center uses that money to provide upkeep for its emergency battered women shelter in Helena and to house women in other safe areas when its shelter is full. He said the grant money would also be used to provide training for volunteers and if the emergency shelter grant dollars were not approved the Friendship Center program would "take a big hit."

Tape No. 2:B:54.5

HEARING ON JOBS AND TEEN PARENTS

Proponents Testimony:

Monica Tvetene, District Seven, HRDC, Billings, provided written testimony reflecting four years of trends within the JOBS program in Yellowstone County. **EXHIBIT 7** She commented that the information breakdown in her written testimony "says a whole lot about the intervention of case management for the JOBS program."

Mary Lou Meister said she currently works in the JOBS program in Valley and Phillips counties. She said prior to that, she was living and working in Chicago's Westside in an impoverished high crime area. She said she works as a JOBS case manager and Valley

and Phillips counties are operating a pilot test project administered by the county welfare office rather than a private contracted agency. She gave a brief overview of the pilot.

The JOB readiness training program, a parenting curriculum, non-traditional job training for women were all aspects of the project. She attributed success in the JOB program to the alternative work experience program. She said the pilot program offers opportunities for a new and productive future for low-income, low self-esteem, undereducated participants. She acknowledged that employment barriers exist, but felt the overall success of the program was necessary to help more people and their families become self-sufficient.

Sue Mohr, Director, Montana Job Training Partnership, provided a newsletter outlining its focus on teen parents. **EXHIBIT 8** She said the Partnership is working very closely with SRS to assist current efforts to try to find stable match funds. Job Training Partnership Act (JPTA) funds can provide a good source of training funds to the teen parent program, thus bringing up JOBS funds to provide other supportive activities.

Julie Christy, Career Training Institute (CTI), said she had been with the Teen Parent Program since March 1994. She said she had been a teen parent and felt that the kids she works with now are the best educational pool available. She said JOBS helps the teens up front before the psychological and emotional ramifications of long-term AFDC dependency comes into play.

Angie Larson, Helena citizen, said she has been involved in CTI for two years. When she got involved in the program she was on welfare, had low self-esteem, and wasn't happy being young and having a baby. She claims her esteem is high now and she is confident that the program has made a difference in her and her son's life.

Bobbie Floerchinger, Polson citizen, said she has testified on issues addressing single parents on AFDC before this subcommittee on and off for the past ten years. She asked for continued support for child care for post secondary students. She also wanted to "cast her vote for competence in JOBS." Speaking as a case manager, she said case management is one of the most successful parts of the JOBS program. She claimed that JOBS provides a basic blueprint for families who are working for self-sufficiency.

Anita Hansen, Case Manager Supervisor, Options Unlimited, Lake County, asked the subcommittee to urge SRS to include post secondary education as a performance standard for all JOBS participants and not just the single parent program. She argued that post secondary education gets people off the welfare system and keeps them off and that post secondary education is a lifetime investment and an insurance policy.

Marlee Eve, JOBS participant, expressed the importance of the JOBS program to her. She said she was a single mother of three children and because daycare was too expensive, she went on welfare and then discovered the JOBS program. She claimed that the child care and personal support provided to her through program made it possible for her to excel in college. She will acquire her degree in elementary education and will be able to provide for her family and be off welfare forever. She asked for continued funding support for this program, so others could obtain the necessary education to acquire a job to allow them to get off and stay off welfare forever.

{Tape: 3; Side: A; Approx. Counter: 18.3; Comments: is missing information through Tape: 3; Side: A; Approx. Counter: 32.9.}

Christine R. Fields, Missoula citizen and JOBS participant, read from her written testimony. **EXHIBIT 9**

Shannon Parker, Director, Missoula County Food Stamp Job Search Program (FSJSP), talked about who is receiving food stamps in Missoula County and what has worked so far. She said the working poor are the most rapidly growing population receiving food stamps. The Food Stamp Job Search Program is a viable resource for other community services. The Missoula County FSJSP coordinates with employment related programs such as Job Service and 42% of the people in the program have gained employment averaging 32 hours per week at \$5.32 an hour.

Chaunine Jones, JOBS participant, said she lived in a battered women's shelter for nine months and through the JOBS program she obtained her own apartment and has higher self-esteem. She now attends college and desires self-sufficiency.

Angel Grant, Bozeman citizen, JOBS participant, said by participating in the JOBS program she became aware that she has the right to have a good paying job and doesn't need to settle for second best. She said more funding is needed for this program and the only problem the JOBS program had was the lack of daycare support after completion. She provided written testimony. **EXHIBIT 10**


Sarah McNamara, JOBS Case Manager, said out of her 27 cases, only two women receive child support. The women come into the program with multiple barriers, those barriers are assessed and appropriate referrals are then made. She said financial and emotional support are necessary in order for these women to continue to succeed and achieve their goals for employment.

Diane Manning, Career Transitions, Bozeman, submitted written testimony. **EXHIBIT 11**

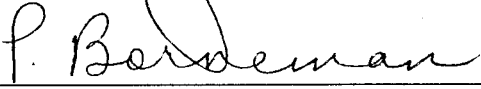
Helen Lindsey, Missoula citizen, submitted written testimony. **EXHIBIT 12**


ADJOURNMENT

Adjournment: 12:00 p.m.



REPRESENTATIVE JOHN COBB, Chairman



 ANN BODEN, Secretary

JC/ab

HUMAN SERVICES AND AGING

Joint Appropriations Subcommittee

ROLL CALL

DATE 2-2-95

NAME	PRESENT	ABSENT	EXCUSED
Rep. John Cobb, Chairman	✓		
Rep. Beverly Barnhart			✓
Rep. Betty Lou Kasten	✓		
Sen. Chuck Swysgood, Vice Chairman			✓
Sen. J.D. Lynch	✓		
Sen. Jim Burnett	✓		

Lair, Connie

ALTERNATE PLANS
FOR THE
ADMINISTRATION OF
PUBLIC ASSISTANCE PROGRAMS

PURPOSE:

The 1993 Legislature required the Department of Social and Rehabilitation Services (SRS) to establish an advisory committee to consult in the Department's development of at least three alternative structures for the administration of public assistance programs. In turn, SRS is to present these alternative structures to the 54th session of the Montana Legislature for consideration.

One alternative must be administered primarily by each county, one alternative must be administered primarily by the state, and one alternative must provide for multi-county administration. Each plan must include an analysis of alternative financing methods, including a statewide mill levy.¹

ALTERNATIVE STRUCTURES:

County Administered Program (Non-Assumed)

If all 56 counties had the primary responsibility for administrating all public assistance and protective services responsibilities, this structure could resemble the existing non-assumed county system.

In each county, there would be a department of public welfare. It would consist

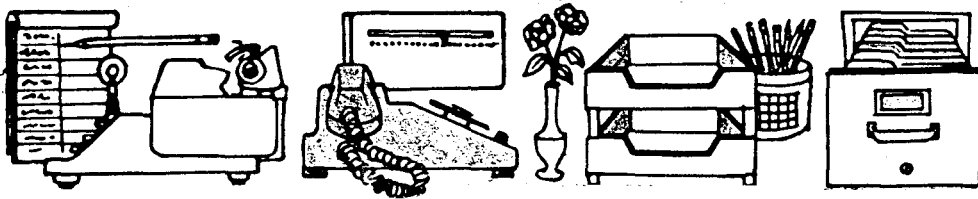
¹HB 427

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EXHIBIT 2
DATE 2-2-95
HB _____

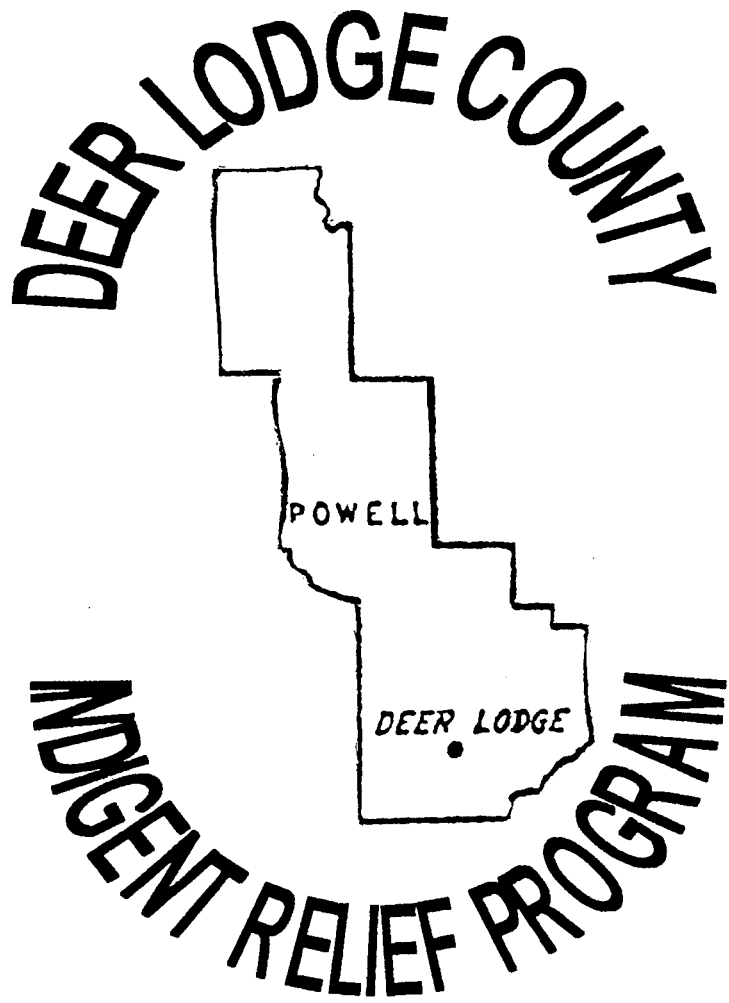
GENERAL ASSISTANCE REPORT



FORMER RECIPIENTS AN ATTEMPT TO TRACK

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EXHIBIT 3
DATE 2-2-95
HB _____



DEER LODGE COUNTY INDIGENT RELIEF PROGRAM

The Department has a contract with Deer Lodge County to provide indigent relief services pursuant to section 24 of HB427 and HB2 of the 1993 Montana Legislature. In accordance with HB2, the contractor (Deer Lodge County) is conducting a pilot project for provision of those formerly state-funded services which were eliminated by HB427.

The contract was issued contingent upon the contractor levying 12 mills for its poor fund for public assistance, protective services and other benefits for low-income people. The revenue from 3 mills must be spent for indigent relief prior to obtaining monies from this contract. The 3 mills were used to start-up the program and cover expenses incurred in July and August, 1994.

The original county Indigent relief plan was developed to formulate a self-sufficiency program to meet the needs of Deer Lodge County. The original contract provided for 20 intensive case management slots for those who were determined eligible for services. A waiting list was developed and persons moved into the program as others left or were transferred to other programs such as SSI. Other features of the program were:

- time limits of four months in a 12 month period for all who were not determined "unemployable" by medical evidence.
- shelter payments by voucher in an amount not to exceed \$150 per month per household for rent and utilities.
- medical services which included mental health, dental (to ease pain and suffering) and physician services. Emergency prescriptions for life-sustaining drugs.
- burials (price as negotiated with local funeral directors).
- emergency assistance through the Anaconda Ministerial Association for emergency situations and transient assistance.

For FY95, the contract was amended to:

- increase the number of client slots to 25 per month.
- establish a personal needs payment at \$20 per person per month.
- establish a Life Skills training program.
- increase administrative costs by \$100/month to cover paperwork needed for the Life Skills class and special needs payments.
- hire a Life Skills Facilitator.
- purchase Life Skills class training materials.

Current General Relief Pilot Project statistics:

FY94 EXPENDITURES:

Start-up costs:	\$	7,298.94
Administrative costs:		11,272.12
Materials/Office expenses:		4,833.74
Rent/utilities to clients:		37,239.70
Medical:		5,027.13
Prescriptions:		4,889.48
Food Bank:		1,500.00
Funerals:		3,600.00
Less SSI Reimbursements:		<u>- 2,757.89</u>
TOTAL EXPENDITURES:	\$	72,903.22
Clients served FY94:	106	
FY94 County Share 3 mills:	\$	28,571.85
State Share:		44,331.37

When the state-funded General Relief Assistance and General Relief Medical programs were eliminate at the end of FY93, there were 30 general relief recipients in Deer Lodge County. As of September, 1994, tracking revealed that: 10 were SSI eligible; 1 was SSDI eligible; 2 left the state; 2 became employed; 12 received pilot project county general relief benefits FY94; 4 more were SSI applicants; 3 were unable to be located; and 3 moved to another county.

The Anaconda area Food Bank served 2,171 individuals/families in FY 1994. Information from both the local Ministerial Association and Anaconda-Deer Lodge

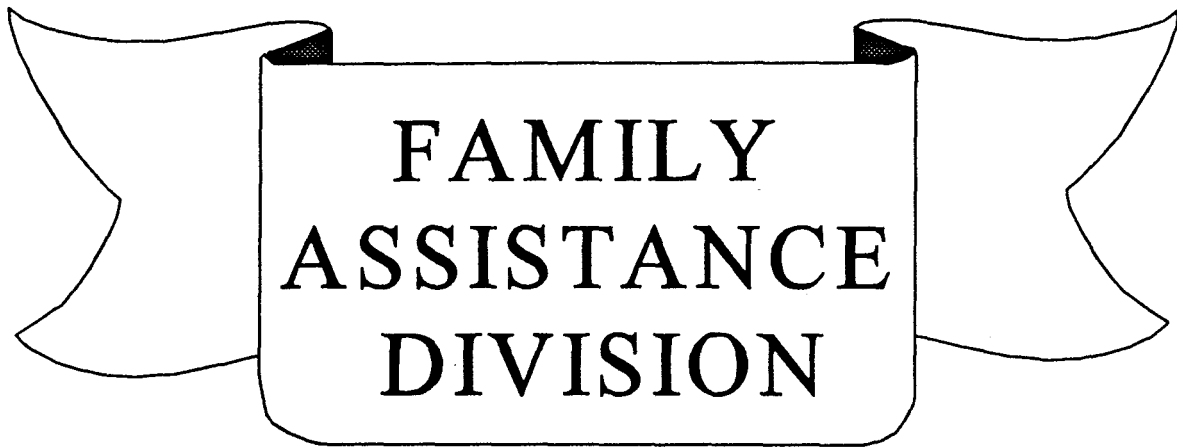
County Law Enforcement reveals they believe there are now homeless people in the community. The Ministerial Association has also stated that their financial resources are becoming exhausted, and they have had to cut back on some services.

FY95 EXPENDITURES (July - November):

Administrative costs:	\$	7,553.18
Materials/office expenses:		2,063.24
Rent/utilities to clients:		22,269.36
Medical:		6,178.52
Personal needs:		2,633.73
Prescriptions:		4,212.50
Burials:		<u>5,750.00</u>
TOTAL EXPENDITURES:	\$	50,660.53
Clients served FY95 to date:		114
FY95 County Share 3 mills:	\$	30,277.50

EXHIBIT 4
DATE 2-2-95
HB _____

An Overview
of the



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Social and Rehabilitation Services

February 2, 1995

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MONTANA'S RESOURCE AND REFERRAL

Montana's Resource and Referral (R&R) agencies are local community-based, non-profit organization under contract with DFS. The State is divided into 12 R&R districts and each R&R agency serves a multi-county district.

Each R&R has a variety of responsibilities which include:

1. TRAINING FOR CHILD CARE PROVIDERS:

Orientation for New Providers - A child care provider orientation is a five to eight hour workshop for new child care providers that offers an overview of meeting the needs of young children. The target audience is generally family and group home providers, however, components of an orientation also meet the requirements for child care center aides. Montana law requires that all family and group home providers attend an orientation. Orientations are held in each resource and referral district at least once per year and generally three to eight times per year.

Continuing Education for Experienced Providers - Skill development workshops which focus on a specific topic of interest are provided for the experienced child care worker. The content of skill development workshops are determined through assessing the needs of local child care providers, including center staff, group home providers, and family day care providers. Some areas of focus include: pediatric first aid/CPR, meeting the needs of infants and toddlers, parent/provider communication, and age appropriate activities for children.

Technical Assistance - A great deal of training and education takes place over the phone lines at the resource and referral programs. Providers call for a variety of information such as how to keep a toddler from biting; what do I do about a parent who is behind on payments; or where is a good place to buy finger paints. Referral counselors are the child care specialists in each community.

On-Site Training - Some of the resource and referral programs now have training coordinators who provide on-site assistance. The coordinators go into the child care center or home and present specific training to staff. Sometimes they work along with the provider demonstrating developmentally appropriate practices with the children. On-site training allows the provider to have hands on experience and to makes obtaining additional education easier. On-site programs are currently operating in Missoula, Bozeman, and Butte.

Resource Lending Libraries - Funding through the federal Child Care and Development Block Grant provided an opportunity for all of the local child care resource and referral programs to establish resource lending libraries. The libraries allow providers to have access to equipment and developmentally appropriate materials that they might not otherwise be able to afford or house. Equipment such as high chairs, cribs or sleeping mats are often utilized by new providers who have not yet been able to purchase needed equipment.

2. REFERRALS FOR PARENTS:

When a parent contacts the resource and referral office they are given:

- * available options for child care.
- * information on state regulations.
- * checklists on what to look for when selecting quality care.
- * information on assistance programs to help pay for care.

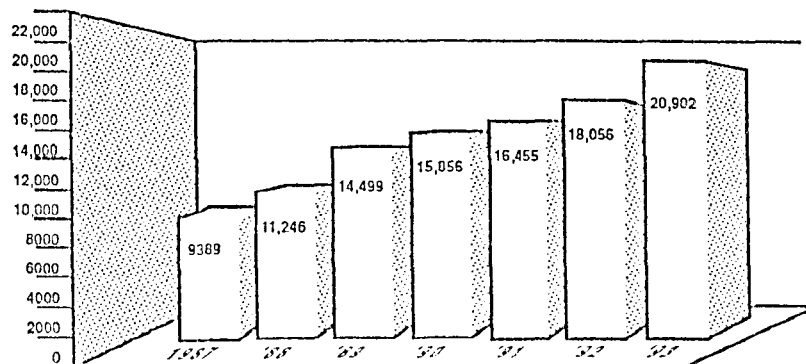
Each office also maintains a supply-demand database for their R&R district.

3. RESOURCE:

According to May 1993 figures from the Department of Family Services, there are only 21,000 spaces available in registered and licensed child care in Montana at any given time. At the same time there are approximately 59,000 children under 5 years of age in the state. About 60 percent of Montana mothers work, requiring some type of child care for 35,400 young children. Therefore, nearly 41% of Montana's young children do not have access to regulated care.

The R&R programs have made a difference in the availability of regulated child care in Montana through public awareness and recruitment of new providers. In 1987 when Resource and Referrals were established in Montana, there were 9389 slots available in regulated child care. In 1993, there were 20,902 slots available.

Registered and Licensed Child Care Slots in Montana



4. AFFORDABILITY OF CHILD CARE:

Resource and Referral agencies administer the Block Grant Sliding Fee Scale and At Risk programs. This administration includes determination of eligibility, matching families with available child care, certification of child care, and processing of state payments.

5. STATE CERTIFICATION FOR STATE PAID CHILD CARE:

Each R&R is responsible for state certifications for TCC, JOBS, Self-initiated, Block Grant, and At Risk cases in their district. The steps for certification are:

- a. the parent completes an application for day care service.
- b. after the parent selects a day care provider, the parent and provider complete the provider contract.
- c. determine an appropriate amount of day care service for the identified training or employment need and approve the effective date the service is to begin and terminate.
- d. make necessary day care service changes when training or employment situation change as notified by the JOBS case manager, SRS ES, the parent or the provider.
- e. each case is reviewed for recertification every three months after the initial certification date.

6. VOUCHERS:

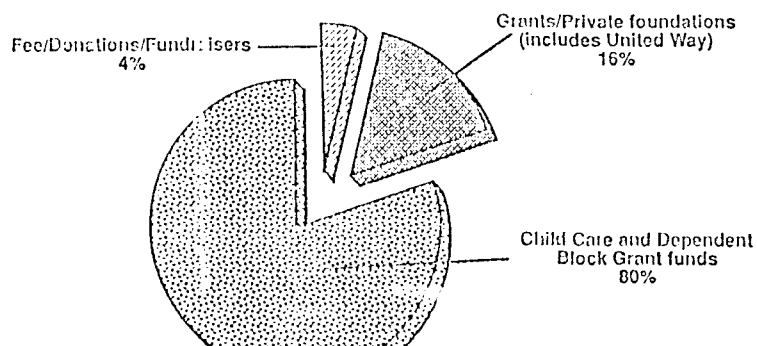
On October 1, 1994, the R&R's assumed the processing of payment vouchers for all state child care assistance programs, including TCC, JOBS, Self-initiated, Block Grant, At Risk, and CPS. In October, 2000 day care vouchers were processed statewide. Voucher processing includes the following:

- * verification that the provider/parent is eligible for payment, and
- * verification that the claim has been complete correctly.

7. FUNDING:

The Montana Resource and Referral Network is funded by the federal Child Care and Development Block Grant (CCDBG) through the Montana Department of Family Services, however, many R&R's also receive funding from contributions, fees, employer, contracts and foundation grants. Please see the chart below.

Montana Resource & Referral Sources of Income
Fiscal year 1993



OVERVIEW OF RESOURCE AND REFERRAL SERVICES IN FY94

Training:

Orientation: 760 people

Skills Training: 3,737 people

Consumer Education: 2,474 people

Recruitment Activities:

New Family Childcare Providers: 363

New Group Childcare Providers: 135

New Childcare Centers: 42

Provider Support:

Inquiries to become registered or licensed: 841

Technical Assistance: 7,740

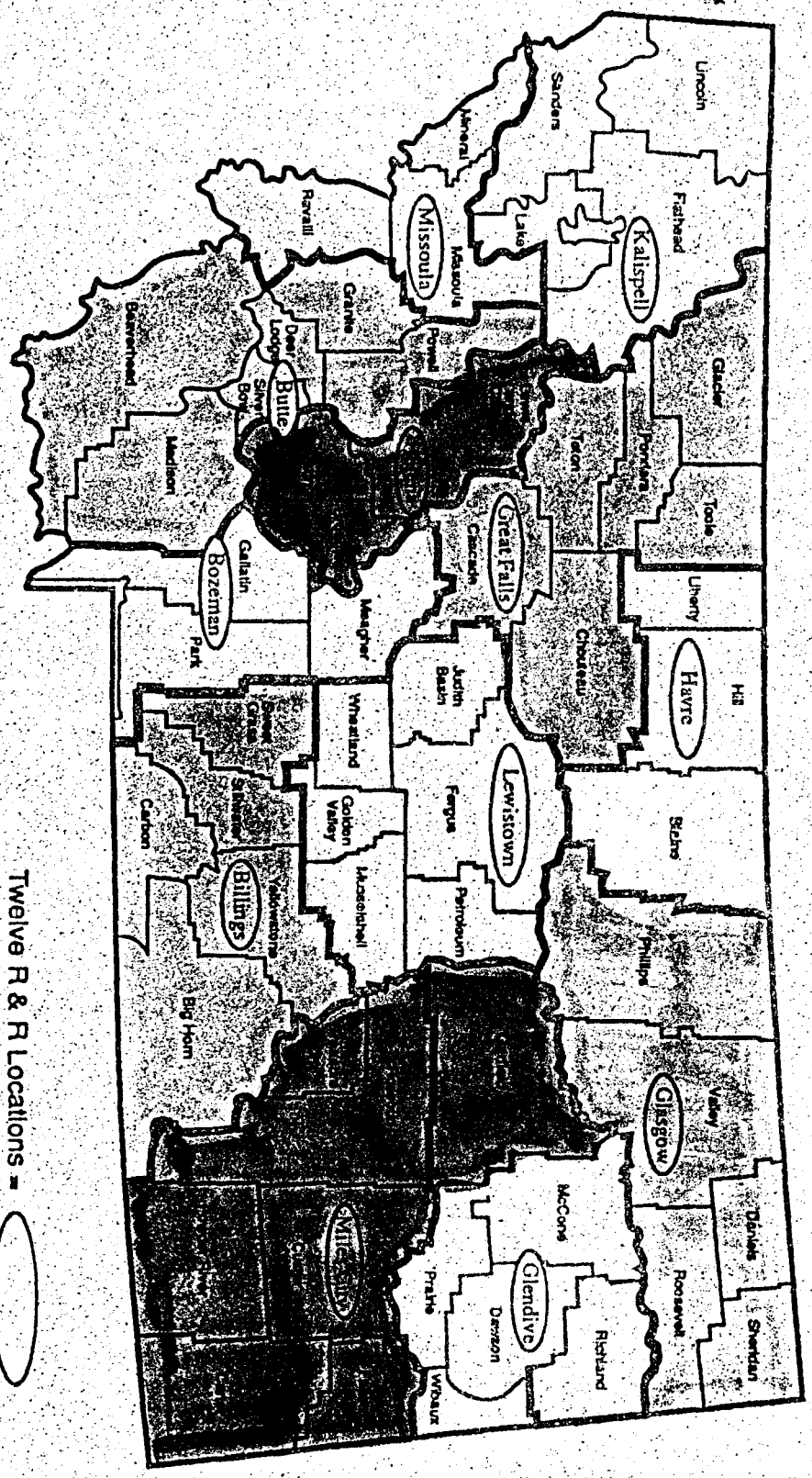
Provided requested information packets: 928

Contacts related to state assisted daycare arrangement: 16,146

Number of certifications completed for families receiving state paid childcare: 9,477

Number of families and children currently served in state paid programs: 2,890 families and 4,294 children

Montana Child Care Resource and Referral Locations Department of Family Services Regions



Twelve R & R Locations = 

Source: Department of Family Services

District 7 Human Resources Development Council

Providing Community Service

District 7 Human Resources Development Council
Yellowstone County JOBS Program
1990 - 1994

EXHIBIT 7

DATE 2-2-95

HB _____

Four Year Overview

REGULAR (Single Parent) UP (Two Parent)

Average Participants Enrolled Each Year	332	180
Average Number of Months Enrolled	8	3-4
Average Job Placements and/or AFDC Closures	48%	65%
Average Hourly Wage from 1990-92	\$4.97	\$5.54
Average Hourly Wage from 1992-94	\$5.50	\$6.36
Average Target Group (Hard to Serve)	77%	38%
Average Sanctions for Non-Compliance from 1990-92	13%	28%
Average Sanctions for Non-Compliance from 1992-94	26%	*15%

...80% of single parents are enrolled less than one year.

...College students who now have achieved four-year degrees are being placed in jobs that pay well.

...Of those participants who become employed, 70% remain employed 2-3 years later. (See the bar graph on page 2).

...73% of wages for single parents leaving JOBS, are less than \$5.50 per hour.

...The longer the program runs the more barriers participants have. (Voluntary participants were mostly served and resolved in the first two years).

...*Pay for Performance eliminates many UP's who don't follow through prior to enrollment.

...Recidivism tracked in the UP program indicates that the entire three year caseload includes 8% recidivists, but at any given month, 40% of currently enrolled UP's are recidivists. (Barriers causing recidivism include chronic mental and physical impairments, low intellectual functioning, criminal records, lack of basic education and generational poverty and dependence).

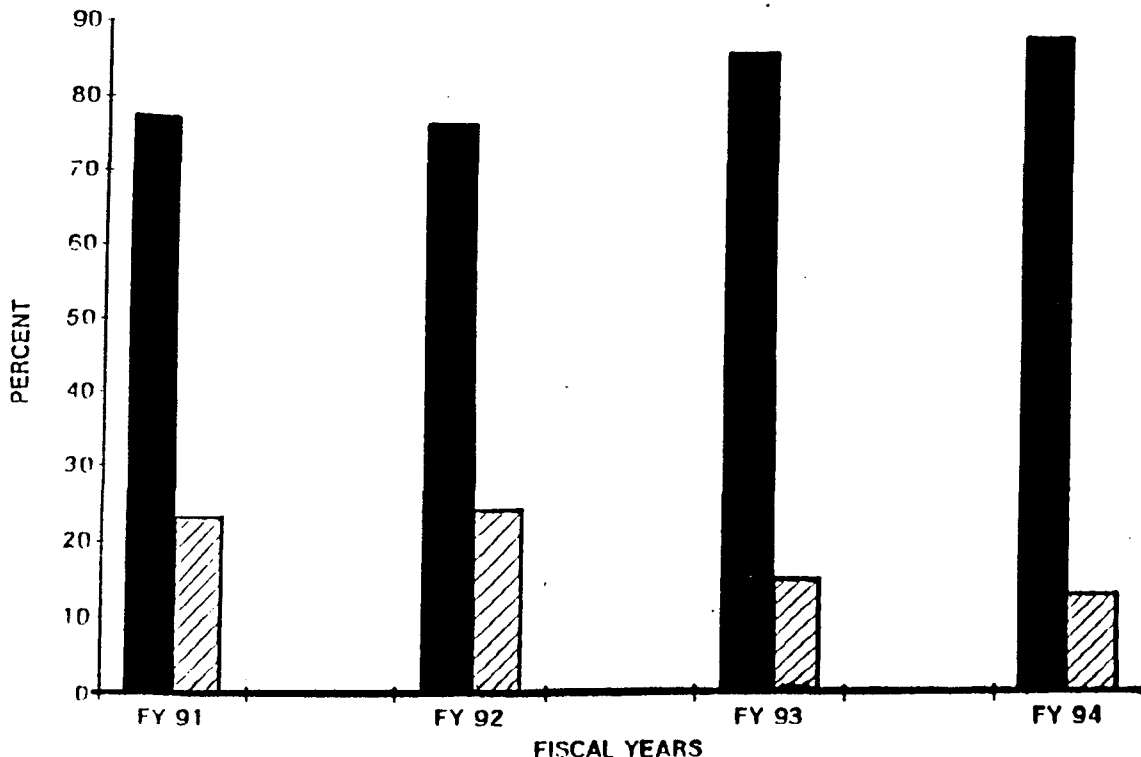
Day Care:

Total Unduplicated Numbers Served from July, 1990 to December, 1994

JOBs	468
Self Initiated	585
Transitional	356

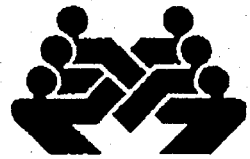
- ...35% of Single Parents in JOBs require child care.
- ...Average length of child care services per recipient (in any of the three categories above) is one year.
- ...Over 2,000 children (duplicated number) accompany parents seeking assistance from Dist. 7 HRDC every year. In response, Dist. 7 HRDC is developing a drop-in day care center for those children. AWEP's (JOBs participants doing community service) will assist in the supervision of those children.
- ...Dist. 7 HRDC has recognized the benefit in offering families several programs all in one location. Programs offered to assist families include: Day Care Resource and Referral, JOBs, Custodial Parent, LIEAP, Weatherization, Energy Share, Capital Opportunities & Micro Business Development, JTPA Youth & Older Worker Program, Section 8 Rental Assistance, Housing Counseling & Home Ownership.

FISCAL YEARS 1991 THRU 1994
 YELLOWSTONE COUNTY REGULAR - JOBs
 EMPLOYMENT RETENTION
 (Base 297)



NOTE: Employment placement resulted in JOBs case closure but not AFDC closure in all cases. Individuals employed in each of the Fiscal Years were calculated as returning to AFDC as of 8-94.

MJTP, Ink!



MONTANA
JOB TRAINING
PARTNERSHIP, INC.

Information for Montana's Employment & Training System

EXHIBIT 88
DATE 2-2-95
HB _____

Special Edition ~ January, 1995

TEEN PARENT PROGRAMS: THE PAST, THE PRESENT AND THE FUTURE

The Teen Parent Program is a collaboration of efforts and funding coordination between MJTP, the Department of Social and Rehabilitation Services, the Department of Labor and Industry and the Office of Public Instruction. The program was setup to be administered by MJTP under the auspices of the Balance of State Joint Council and the Concentrated Employment Program Private Industry Council.

Eligible youth are custodial teen parents ages 16 to 19 who have not completed high school or received a GED and are recipients of AFDC.

The Past:

After the development of a request for proposal in 1992, two agencies, Northwest Montana Human Resources (NWHRC) for Flathead County and District IX HRDC for Park County were awarded funds for the period July 1, 1992, through June 30, 1993. The funding was a 3:1 match of JOBS funds to JTPA Youth funds. NWHRC received JOBS funds and matched JTPA Youth funds to serve 20 teen parents; and District IX HRDC received JOBS funds and matched them to serve 13 teen parents. In addition, Adult Basic Education (ABE) sites in Livingston and Kalispell received additional ABE funds. The outcomes for teen parent participants served by the first program were exemplary: 45% entered unsubsidized employment and 45% received a GED or Diploma are in the GED program or school. JTPA performance standards for the program were met or exceeded, 45% entered unsubsidized employment and 45% received an employability enhancement.

In the fall of 1992, MJTP worked closely with the Department of SRS to apply for JOBS teen parent demonstration funds through the

U.S. Department of Health and Human Services.

The proposal was funded for the period October 1, 1992, through February 28, 1994, and later extended with additional funding which has enabled the programs in Flathead and Park Counties to continue through December 31, 1994. (See Outcomes on page 3.)

Through the demonstration grant, NWHRC has served 23 teen parents and District IX for Park County has served 22 teen parents. Since the demonstration funding has ended, Flathead and Park have been extended with state JOBS funds through June 30, 1995.

The Present:

On October 1, 1993, the teen parent program was expanded to serve Deer Lodge County and JOBS funds were awarded to the Anaconda Indian Alliance. In March, 1994, JOBS funds were awarded to Career Training Institute for Lewis and Clark County; District XII HRDC for Silver Bow County and District IX HRDC for Gallatin County. All four program contracts have been extended through June 30, 1995. Anaconda Indian Alliance in Deer Lodge County has served 10 teen parents; Career Training Institute has served 18; District XII has served 12; and District IX has

and other activities geared at enhancing their ability to enter the working world.

Core to the program design of the teen parent program is intensive case management. Case managers are responsible for assessing and working with the teen parent to develop a self-sufficiency plan. This includes a plan to attain a GED or diploma, gain work experience, explore personal career interests and overcome personal, family and other barriers to employment. Many of the teens served have a variety of social and emotional barriers and many have been abused or neglected. The program was designed to provide long-term services through intensive case management.

The teen parent program is not a job placement program. Depending on the age of the teen, the primary goal is educational attainment whether its for the teen to remain in school or attain a GED or diploma. Although secondary, the attainment of work maturity skills through work experience and job readiness training is very important to long-term success. When appropriate for the teen, job development and placement is pursued.

The Future:

All teen parent programs are scheduled to end June 30, 1995. MJTP is working closely with the efforts of SRS, Labor and Industry, Office of Public Instruction, and other state agencies to ensure the future of teen parent programs in Montana. It is anticipated that there are many programs in the state which serve teen parents in some manner. A working group has been formed to process all this information and determine how different funding sources can be coordinated to more efficiently serve teen parents. ♣

The original of this document is stored at the Historical Society at 225 North Roberts Street, Helena, MT 59620-1201. The phone number is 444-2694.

with involvement in either the JTPA IIB or IIC Youth Programs, teens receive work experience, job specific skills, classroom training

EXHIBIT 2
DATE 2-2-95
HB _____

February 3, 1995

To whom it my concern:

I am an Options (JOBS) participant. I am Christine R. Fields, a single mother of three children ages 6,8 and 11. I have resided in Montana for six years.

In Feb. 1994, I left a controlling and violent marriage of three years. I made the difficult but sound choice to better the lives of my three children and myself. My goal is self-sufficiency.

The difficult part of my choice is that I am unfortunately dependant on AFDC benefits as a basic means of survival. I am not receiving child support payments. I could not financially provide for my family because I lack the job experience needed to earn a decent wage. My past work experiences include waitress, bartending, fast foods and minimal office work. My cost of housing, transportation, medical and basic utility bills exceeds the minimum wage that I am able to earn. I would like to stress that I want my situation to change.

The sound choices I have made to better my situation started in February 1994. I resided at a domestic violence shelter for one and a half months. In that short amount of time I searched for housing, transportation and education. I succeeded in the search for education with the help of the Options (JOBS) program. In March of 1994, I was able to get my G.E.D. Options helped me in my search and with the cost of child care. In the same month I found housing, transportation and I enrolled at the University of Montana as a full-time student. I chose to major in Business with an emphasis in Accounting. I feel my choice of Accounting is a sound basis for stable employment and financial security. I am currently in my second semester and I am doing well.

Options has continued to support my decisions and offers me beneficial advice. Donetta Klein, my case manager, has offered me advice, encouragement and support in participating in an internship program. I hope that this support remains available to me. I hope to be employed upon graduation or sooner. I hope to earn my bachelor's degree by 1998.

I want to encourage you to make college an option for AFDC recipients because people like myself need the education to find good jobs to recover from poverty.

For these reasons the Options (JOBS) Program is very important to me.

Thank you,
Christine R. Fields
Missoula, MT.

2 February, 1995

Esteemed Legislators and Fellow Citizens:

My name is Angel Grant and I live in Bozeman, Gallatin County.

I am here to speak with you today about the welfare-to-work program, "Job Opportunity and Basic Skills", how it has helped me and ways in which we can improve it. My understanding of the goals of the JOBS program is ultimately to help families and individuals to go off of any public assistance through employment, as well as enhance their life skills so they can stay off of welfare. I will speak first of my experience to date. I have a young child, under three years old, and when I started this program I came in as a volunteer, not a mandatory participant. I came to Career Transitions seeking a better life for my daughter and myself, and what I have gained through their comprehensive job training program, career counseling, and networking throughout the county, has given me new tools and information to succeed in my life in ways I never dreamed possible.

Being on welfare has been a very difficult experience for me as a single mother. Even while working at the local fast food restaurant, I still needed assistance with such necessities as groceries, because at minimum wage the pay was so poor. I used to buy my groceries with a girlfriend who was in the same situation, and we would go to the local market in our work clothes to minimize the stares and comments from others standing at the check out counter. We were working moms, but still needed assistance to help with our basic needs, and we wanted everyone to know it. You see,

it's not that I didn't want to work, but the jobs I had were not meeting the needs of my family. Standing in line to buy food creates such anxiety in me, I wish you could experience what I have to go through every day, just so I could know that the decisions you make consider what families like mine have to go through from first hand knowledge. There is no feeling like this, the snickering and sometimes the blatant hostilities aimed at me are very hurtful. I compare it to standing in line with no clothes on, when everyone else has clothes. Yes, I need temporary help for my daughter and myself. We will make it, thanks to Career Transitions, and I will eventually have a good career with benefits and a good wage. For now, I am learning as much as I can about myself, how to live successfully, how to handle a budget, computer literacy, how to write a cover letter and resume, how to handle myself during a job interview, what my rights are, and stress management. Throughout the curriculum, self-esteem is taught and I tell you I can witness the difference all of these tools and new information have made in my life. Without the JOBS program, I would be stuck in a rut, and in constant crisis. Without access to the information, my daughter and I would be left behind to live our lives in poverty. No, I am not employed, there are other goals I need to work on right now. Also, I cannot afford the child care expense for my young child.

Which brings me to suggestions I think will help families like mine. We need more program money to assist with child care expenses. It makes very little difference in peoples lives to have

a job training program, only to not be able to work because you can't afford to until your child reaches school age. I have two close friends who are stuck in this vicious cycle, feeling demoralized and frustrated about their lives, because they can go off of welfare temporarily, until their transitional child care monies run out. And then because of their limited wages, they go back on assistance because they can't afford to work any longer and pay their basic life expenses and pay for child care. Transitional services, including child care, need to be extended to when the family no longer needs assistance, however long a period that may be. Another point I would like to make is that you always hear about the "deadbeat dad", but somehow it doesn't carry as much stigma as the "welfare mom". Why is that? And why aren't there stronger laws which are enforced, to get these dads involved? Maybe if we sent all the men who deserted their kids to the military, maybe we could take care of several problems all at one time. Children would have financial support and society would have a cheaper way to defend our country.

In conclusion, the JOBS program has given me hope that I can break this cycle. I am not doomed, as a single mother, to poverty for the rest of my life. I know, now, that I can make it. I will continue to learn all that I can with the help of my career counselor and the other instructors at Career Transitions. Eventually, I know that I will have a good job with good wages and benefits, and a career path to take care of my daughter and myself. For right now, I am living life as best as I can and looking

forward to the future with self-esteem and great expectation.

"Job's Program"

Esteemed Legislators: I have a theory I call the circle theory. It starts with a family of many generations of dysfunctional families, until someone decides they can't live that way any more. This is where public assistance comes in for most well fare recipients. It provides a safety net for abused and humiliated people who don't know what to do next. To put us in a position of getting a job with minimal help is almost impossible. Trying to force them off welfare would only put them in a position to repeat the same pattern because it's the only one they know. I would like to see some kind of amendment that would help rejuvenate people at this place in there lives. We have already taken the first step to becoming healthy individuals, and with mandatory counseling and further education this circle can be broken.

The children of these single parent families can go on to lead healthy lives and instead of creating more dysfunctional families of there own learn to be responsible, accountable adults as citizens of this country.

Single parents should not have to carry the blunt of the load on our backs. It takes two people to create a child and two to support it. It would certainly be easier on the single parent if the other partner would be accountable for their actions.

None of these things can be accomplished with out more funding. We need child care and gas money. We need adequate housing and an honest chance to make something out of our tragedy.

We need a different life style. One that can help us grow and prosper. Life Training can deliver just that, for hungry people that are ready to help themselves.

Yours Truly: Diane Manning

*Diane Manning
Bozeman MT
Manning D. Hines*

To whom it may concern 2-1-95

I came to Missoula from California, I was fleeing an abusive relationship. My husband was using drugs. When I got to Missoula in August I went on A.F.D.C. I sat home with my 9 month old daughter and I became very depressed. So I started looking thru all the paper work I was given at the welfare dept.

I came across the options paper work and I called and enrolled. Since then I have got myself a part-time waitress job, and I have ~~made~~ made some goals & have some direction.

I just took the T.A.B.E test at the Adult school and plan on getting enrolled in school. I want to brush up on my skills to be ready to be enrolled in college or a technical school, this Fall.

I work part-time, go to school and I'm a full-time single mother. My husband is now in prison, San Quentin.

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VISITORS REGISTER

Human Services & Aging SUB-COMMITTEE

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Joni B Cooke Child Care Partnerships	Child Care R/R		
Francis M. Merscheid	V. retired		
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