

MINUTES

**MONTANA HOUSE OF REPRESENTATIVES
53rd LEGISLATURE - REGULAR SESSION**

JOINT SUBCOMMITTEE ON HUMAN SERVICES & AGING

Call to Order: By CHAIRMAN JOHN COBB, on January 13, 1993, at
8:00 A.M

ROLL CALL

Members Present:

Rep. John Cobb, Chairman (R)
Sen. Mignon Waterman, Vice Chairman (D)
Sen. Chris Christiaens (D)
Rep. Betty Lou Kasten (R)
Sen. Tom Keating (R)
Rep. David Wanzenried (D)

Members Excused: None

Members Absent: None

Staff Present: Lisa Smith, Legislative Fiscal Analyst
Lois Steinbeck, Legislative Fiscal Analyst
Connie Huckins, Office of Budget & Program
Planning
John Huth, Office of Budget & Program Planning
Billie Jean Hill, Committee Secretary

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

Committee Business Summary:

Hearing: JOBS PROGRAM (JOB OPPORTUNITIES AND
BASIC SKILLS); JTPA (JOB TRAINING
PARTNERSHIP ACT); 1993 8% EXPENDITURES
BY ACTIVITY IN OFFICE OF PUBLIC
INSTRUCTION; AND JOB TRAINING PROGRAMS
(JTPA/JOBS) IN HUMAN RESOURCE
DEVELOPMENT COUNCILS AND OTHER COUNTY
PROGRAMS

Executive Action: NONE

CHAIRMAN COBB explained the agenda for the next two days.

HEARING ON JOBS PROGRAM (JOB OPPORTUNITIES AND BASIC SKILLS)

Tape No. 1:Side 1

Roger La Voie, Administrator, Family Services Division, gave a

brief overview of the JOBS program. EXHIBIT 1

Ms. Marylis Filipovich, Team Leader, Self-Sufficient Teams, Family Assistance Division, introduced Sue Skinner, JOBS Specialist, and Penny Robbe, Bureau Chief, Program and Policy Bureau, who responded to questions on the following items.
EXHIBIT 1

BUDGET ITEM TEEN PARENT PROJECT

BUDGET ITEM MONTANA SELF-EMPLOYMENT OPTION

BUDGET ITEM JOBS FOR MONTANA'S GRADUATES PROGRAM

BUDGET ITEM V.I.P. VERY IMPORTANT PARTNERS

HEARING ON JTPA (JOB TRAINING PARTNERSHIP ACT)

This program was addressed by Ms. Ingrid Danielson, Planning Section Supervisor, Apprenticeship and Training, Department of Labor; Ms. Skinner; Ms. Filipovich; Ms. Sue Mohr, Executive Director, Montana Job Training Partnership, Inc., representing the Private Industry Council; and Mr. Tom Hayes, Program Manager, Montana Job Training Partnership. EXHIBIT 2

HEARING ON 1993 8% EXPENDITURES BY ACTIVITY IN OFFICE OF PUBLIC INSTRUCTION

Tape No. 1:Side 2

Mr. Jack Copps, Deputy Director, Office of Public Instruction, offered an overview of the JTPA 8% funds. EXHIBIT 3

HEARING ON JOB TRAINING PROGRAMS (JTPA/JOBS) IN HUMAN RESOURCE DEVELOPMENT COUNCILS AND OTHER COUNTY PROGRAMS

Tape No. 1:Side 2

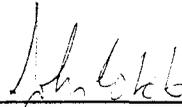
Ms. Monica Tvetene, Billings, Human Resource Development Council Jobs Program, addressed this issue. EXHIBITS 4 AND 5.

Others who spoke were: Ms. Judith Carlson, Human Resources Development Councils; Mr. Jeff Rupp, Director, Bozeman Human Resources Development Council, serving Gallatin, Park and Meagher Counties (EXHIBIT 6); Mr. Larry Dominic, Director, Human Resource Development Council, Kalispell; Mr. Jim Morton, Director, Human Resources Development Council, Missoula, Ravalli and Mineral Counties, Chairman of HRDC Director's Association; Ms. Patty Callahan, Director, Eastern Action Program, Human Resource Development Council; Ms. Janet Stephens, formerly County Commissioner, and presently, Director of YWCA; Mr. Gary Curtis, Administrator of the Job Service Division, Training Programs Run by Local Job Service Programs, (EXHIBIT 7); Estella Villasenor,

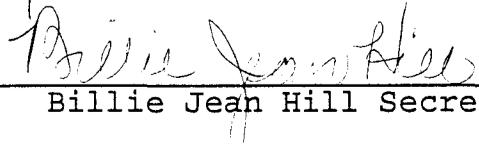
Executive Director, Career Transitions, Homemaker Center, JOBS operator for Gallatin County (EXHIBIT 8); and Ms. Kim Peterson, Director, Employment and Training Programs, District 4 Human Resources Development Council, Havre.

ADJOURNMENT

Adjournment: 12:10 P:M



JOHN COBB, Chairman



Billie Jean Hill Secretary

JC/bjh

HOUSE OF REPRESENTATIVES

HUMAN SERVICES

SUB-COMMITTEE

ROLL CALL

DATE

July 13, 1993

NAME	PRESENT	ABSENT	EXCUSED
REP. JOHN COBB, CHAIRMAN	✓		
SEN. MIGNON WATERMAN, VICE CHAIR	✓		
SEN. CHRIS CHRISTIAENS	✓		
SEN. TOM KEATING	✓		
REP. BETTY LOU KASTEN	✓		
REP. DAVID WANZENRIED	✓		



Changing the way
We think about welfare...

Changing the way
Welfare recipients think about themselves...

PROGRAM INTRODUCTION

§

In October 1988, Congress enacted the Family Support Act. This landmark legislation provided Montana the unique opportunity to redirect the state's Aid to Families with Dependent Children (AFDC) system and to set a new mission- that of promoting the self sufficiency of families. The implementation of the Family Support Act, and in particular the Job Opportunities and Basic Skills program (JOBS), has set a course for positive change.

The JOBS program is designed to provide employment, education, training, and supportive services to recipients of AFDC. The services are designed to assist clients in becoming self-sufficient and thereby reduce long term dependency on the AFDC program.

During the first two years, we have seen a move toward true collaboration between agencies. We have witnessed a new level of interest and commitment within communities. We have watched and contributed to the growth of participants as they realized their own potential and became empowered to achieve success. This is only the beginning.

We are committed that the JOBS program represents a sound investment in the future of Montana families. We are also committed to even better coordination with other employment and training programs offered through other agencies. Significant progress has been made to date and will continue through the mutual efforts of involved staff such as will be demonstrated today.

JOB OPPORTUNITIES AND BASIC SKILLS^{SP}MONTANA'S JOBS PROGRAM

PROGRAM GOALS AND OBJECTIVES

The purpose of the JOBS program is to provide employment opportunities through education, training and supportive services to recipients of Aid to Families with Dependent Children (AFDC). These services are to assist clients in becoming self-sufficient and thereby reducing long term dependency and expenditures through the AFDC program. Montana's JOBS program emphasizes employment for those recipients who are job ready.

The program stresses the obligation of AFDC recipients to move toward self-sufficiency and provides the advocacy and tools to help them in that journey. The philosophy of the JOBS program is to encourage dynamic forward movement rather than economic stagnation.

The goals of the JOBS program are to:

1. Attain economic self-sufficiency for participants;
2. Build the self-esteem of participants by establishing an integrated case management system to assist participants achieve long term self-sufficiency;

3. Provide adequate supportive services, including transitional services, to assist recipients in obtaining employment or training;

4. Allow local flexibility in the design of the program within the guidelines established by the state; and

5. Maximize available funding to optimize the coordination and prevent duplication of resources at the local level.

PROGRAM DESCRIPTION (Attachment 1)

JOB S is a federally mandated program to educate, train and employ recipients of AFDC. It is the centerpiece of the welfare reform legislation passed by Congress.

In October 1988, Congress enacted the Family Support Act. This landmark legislation provided Montana the opportunity to redirect the state's AFDC system and to promote self sufficiency for all families.

The program includes a wide range of education and training activities and provides participants with support services such as transportation and child care.

JOB S was implemented in 10 counties in the first year of operation,

and 18 additional counties were implemented July 1991.

JOBs-designated counties had the opportunity to form a local task force to formulate the best possible JOBs program for its community. While SRS must require, by federal regulation, that certain mandatory features be contained in each JOBs program, counties were allowed the recommended flexibility.

Task forces continue to meet on a regular basis to provide input, guidance and coordination of local resources. Task force membership continues to represent a broad spectrum of interested individuals and organizations. Membership includes legislators, JTPA providers, Child Care providers, Human Resource Councils, Adult Basic Education Centers, City and County Government officials, Private Industry Councils members, and individuals from the private sector.

JOBs Operators provide task force members with statistics such as demographics, barrier assessments, employment placements, child care resources, transportation limits, and additional information when determined necessary. These statistics provide the members of the task force with valuable information to determine the successes and weaknesses of each local program. Department staff provide basic oversight and guidance to the task forces when deemed necessary.

JOBBS must be available in a political subdivision where 95% of the adult AFDC population resides and a complete JOBBS program must be available where 75% of the state's AFDC population resides.

Complete JOBBS programs are available in Missoula, Lewis and Clark, Gallatin, Lake, Lincoln, Ravalli, Yellowstone, Hill and Liberty, Silver Bow, and Flathead Counties. A complete program consists of: high school education, basic and remedial education, English proficiency, job skills training, job readiness activities, job development and job placement activities, group and individual job search, on-the-job training, and alternative work experience.

A minimal JOBBS program is available in an additional 17 counties of the state. Minimal JOBBS programs are available in Beaverhead, Blaine, Carbon, Custer, Dawson, Deer Lodge, Fergus, Glacier, Mineral, Park, Powell (UP only), Richland, Roosevelt, Rosebud, Sanders, Stillwater, and Valley Counties. A minimal JOBBS program consists of high school education or equivalency, one optional component, and referral to non-JOBBS employment services.

POPULATION SERVED

The JOBBS program serves economically deprived families who are recipients of AFDC. The people served by JOBBS are individuals with varying problems, hopes, strengths, and barriers to employment. However, there are a great many commonalities. All are unemployed

or underemployed and all have dependent children. They are all poor. Barriers to employment vary but often include low self-esteem, lack of marketable skills, child care problems, emotional problems, lack of education, low math and literacy levels, chemical dependency, health problems, a lack of basic knowledge about how to get and keep a job, and in some cases, problems with motivation.

Two JOBS tracks exist. The regular JOBS track serves single parents. The vast majority of the 2090 single parents enrolled during FY92 in the JOBS regular track are women. The JOBS-UP track serves two parent families receiving AFDC through the unemployed parent program. To receive AFDC-UP, at least one parent must have a required work history. That parent is enrolled in the JOBS-UP program. During FY92, 662 individuals were enrolled in JOBS-UP. The majority of the 662 were male.

All AFDC recipients 16 and over are mandatory referrals to the JOBS program unless they meet exemption criteria. Exemptions must be granted to AFDC recipients who have a child under 3 (unless the parent is under 20 and does not have a high school diploma or GED); are ill or incapacitated; must remain at home to care for an ill or incapacitated family member; are over 60 years of age; reside more than a 2 hour round trip commute from the JOBS site; are working 30 or more hours per week; or who are four months or more pregnant. Dependents of AFDC recipients are also mandatory referrals to the JOBS program if they are 16 or older and not attending high school

or a GED program. Approximately 65 - 70% of the Montana AFDC population over the age of 15 is mandatory for referral to the JOBS program. AFDC recipients who are exempt from mandatory participation in the program may choose to volunteer for JOBS.

All mandatory AFDC recipients and exempt volunteers must receive JOBS orientation. During any month, approximately 18% of the total AFDC mandatory recipient population is enrolled in the JOBS program. Budgetary limitations preclude providing service to all mandatory recipients.

The JOBS program concentrates on serving members of federally defined target groups. The state must spend 55% of the federal allocation on the following TARGET Group members:

- (1) individuals receiving AFDC for at least 36 of the preceding 60 months;
- (2) custodial parents under 24 with no high school diploma (or its equivalent) or who have no significant work history;
- (3) families who, because of the age of the youngest child, are within two years of becoming ineligible for AFDC.

Tribal JOBS programs, rather than the Montana JOBS program, provide services to AFDC recipients who are tribal members residing on the reservation. The tribal programs in Montana are Crow, Northern Cheyenne, Blackfeet, Fort Peck, Flathead, and Rocky Boy. The Fort

Belknap tribe did not choose to run a tribal JOBS program. The Montana JOBS program provides services for Fort Belknap tribal members.

JOBS STATISTICS (Attachments 2 through 7)

JOBS statistics are listed below. Statistics include resolutions. A resolution is a measurement used to determine performance. Resolutions consist of:

- 1) employment of at least 20 hours per week, expected to last 30 days;
- 2) a mandatory referral individual becomes exempt;
- 3) an enrolled individual is sanctioned (i.e., his or her needs are removed from the AFDC grant for failure to participate as required in JOBS);
- 4) termination from AFDC for any reason.

FY91 Statistics

AFDC Enrollment in JOBS	1721 (JOBS Implementation just beginning)
Number Resolved	957
Number Resolved due to employment	563
% Resolved	55%
% Resolved to Employment	32%
Average wage at placement:	Data unavailable

FY92 Statistics

AFDC Regular Enrollment in JOBS	2090 (Enrollment exceeded contractual obligation)
Number Resolved	1230
Number Resolved due to employment	775
% Resolved	58%
% Resolved to Employment	37%

Average wage at placement: \$5.13/hr.

AFDC UP Enrollment 662
Average wage at placement: \$5.40/hr.

No resolution requirement - Federal and state performance requirements will be in place beginning July 1, 1993.

FY93 Contract Requirements

AFDC Regular Enrollment 1934 (Enrollment may exceed contractual obligation)
Projected Resolved 1170
Projected % Resolved 60%

Projected AFDC UP Enrollment 711

Year to date (July 1, 1992 through November 30, 1992)

AFDC Regular Enrollment 1660
Resolved due to employment 388
Average wage at placement: \$5.19/hr.

AFDC-UP Enrollment 628
Resolved due to employment 132
Average wage at placement: \$5.62/hr

One of the goals of the JOBS program for SFY94 and 95 is to increase enrollment while maintaining current funding levels. We hope to achieve this by concentrating on reducing duplication of services, coordinating activities with other employment and training programs, working with other state agencies to ensure services are available for JOBS participants, and by analyzing outcomes to determine the most effective components, activities, and case management approaches.

The AFDC predicted cost per case for both regular and AFDC-UP has decreased. As AFDC recipients gain part-time employment, the cost

per case can be expected to decrease.

SUCSESSES (Attachments 8 and 9)

Efforts have been geared toward making JOBS more than "just another work program." The JOBS program is aimed to meet the needs and address the barriers facing families on AFDC. The strength of the program lies in improving the quality of life for families.

- In the first two years of the program over 10,000 individuals have been referred for JOBS orientation to provide recipients with information verbally and in writing on the JOBS program including education, training and employment opportunities in addition to the availability of other non-JOBS resources.
- Over 5000 participants have been placed in education or training components.
- Over 1300 participants became employed.
- Of the participants that became employed for the quarter starting April, 1991 and ending quarter June 1992, (5 reporting quarters) Employment Security statistics report \$5,779,309.00 in earnings for 1264 JOBS participants. This indicates an average of \$4,572.00 per participant for this

time frame.

NOTE: This figure doesn't include income that is not reported to the Employment Security Division.

- Case studies (Attachment 7) indicate proven successes in cooperation with JTPA programs working for target individuals. In both instances, participants with significant barriers have shown success within 2 years of JOBS enrollment.

In order to achieve our goal of family self-sufficiency we must continue to be willing to invest in programs that upgrade the educational levels of families, improve the job skills of parents, and provide the life skills that are necessary to survive in today's complex society. No one, including Congress, expects a quick fix to a generation of problems that breed welfare dependency. However, as indicated in this testimony the implementation of the JOBS program in Montana has set a course for positive change.

SPECIAL INITIATIVES

Teen Parent Project

Montana recognizes the need for specialized, intensive services to teen parents. Young families face multiple problems including the developmental tasks the young parent must complete, school,

preparing for or obtaining a job, living on a low income, and learning to problem solve. Teen parents must learn to cope with and overcome very serious difficulties if they are to reach self-sufficiency. A coordinated approach, using all available community resources in a cooperative venture, is absolutely necessary if we are to deal with the problems of young families.

The Montana Department of Social and Rehabilitation Services (SRS) in collaboration with the Montana Job Training Partnership, Inc. (JTPA administrative entity), Department of Labor and the Office of Public Instruction recognized the need for a special program to serve Teen Parents aged 16 through 19.

Staff from SRS and the Montana Job Training Partnership and the Office of Public Instruction developed a joint JOBS/JTPA request for proposal in the spring of 1992 designed to fund Teen Parent Programs in one complete JOBS county and one minimal JOBS County.

The Office of Public Instruction provided the necessary non-Federal match to be used to match the Federal JOBS money used to fund this project.

In April, 1992, the Balance of State Joint Council awarded Teen Parent Program funds to the Northwest Montana Human Resource Council in Kalispell to serve Flathead County and District IX Human Resource Council in Bozeman to serve Park County. The Montana Job

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Training Partnership provides oversight and administers both projects.

SRS received a Health and Human Services (HHS) demonstration grant to enhance those existing teen projects. This allows the current projects to continue for a total of 18 months.

The demonstration grant will the enhance the current teen projects to provide: 1) for a model for services to teens in all state JOBS programs 2) for increased knowledge of the characteristics and needs of the mandatory to JOBS teen parent population and 3) training for all Montana JOBS and JTPA operators in the provision of services to teens.

Approximately 345 teen parents are receiving AFDC. The Flathead teen project will serve 40 teen parents and the Park County project will serve 14 young families. It is expected that 45% of the teen parents will secure employment of 20 hours per week at minimum wage and 33% will achieve employment enhancements of skills training, high school graduation, or receipt of a GED.

Montana's Self-Employment Option

Self-employment is an option offered under the Montana JOBS program. This option has been made available through Capital Opportunities business loan and technical assistance Partnership.

SRS joined with its Partners in the Capital Opportunities program to support the Governor's Micro-business Development legislation passed in the spring of 1992. The Micro-business Development allocates \$3.4 million Board of Investment funds for community-based revolving loan funds which will in many communities be leveraged by the Capital Opportunities loan funds. This allows AFDC recipients to access these additional funds.

On-going loan funds have been established in five communities (Kalispell, Missoula, Lewistown, Bozeman, and Billings) with active program offices and outreach. JOBS funding allows the offices to provide case management and business technical assistance.

Capital Opportunities serves families at or below 125% of the federal poverty guidelines. They have received 404 referrals, performed outreach with 150 individuals, and received 65 applications for loans. Nine of the 43 loans granted have been to AFDC recipients. Six of the nine have left the AFDC rolls.

JOB'S and the Jobs For Montana's Graduates Program

The Department of Social and Rehabilitation Services provides financial assistance to the Department of Labor's Jobs for Montana's Graduates Program. The overall purpose of the JMG program is to serve "at risk" students by reducing absenteeism, dropout and jobless rates while increasing the graduation/GED rate; thereby increasing the successful rate of transition from school to work.

JMG assures that at least 27% of the total enrollees are AFDC recipients. During the 92-93 school year, total JMG enrollment is 145. Of that number, at least 39 students are AFDC recipients. These enrollees may be custodial parents or dependent children of AFDC eligible parents.

The demographics of the AFDC population served by JMG varies including: age, custodial parents, dependent children, pregnant moms, high school drop-outs and/or those at risk of dropping out of school, etc.

PROGRAM OBJECTIVES:

The JMG program reports JOBS participation data on all AFDC participants.

In addition, the following quantitative information will be available based on program goals:

Senior Program Goals

- 80% positive outcome (i.e. placement on the job, in the military or in post-secondary education or training)
- 60% Job Placement (includes civilian and military job placement)
- 75% of job placements will be full-time (includes civilian and military job placement)
- \$5.00/hour average wage at placement
- 75% placement rate at the end of nine months of follow-up

Tenth and Eleventh Grade Program Goals:

- Increase Self-Esteem
- Increase Basic Skill Levels
- Decrease School Dropout Rate

JMG is available through Butte High School, Butte Abraham Lincoln Alternative School, Bozeman Senior High School, Billings High Schools, Eagle Alternative School in Columbia Falls, Livingston High School, Havre Alternative School, Anaconda High School, and Plains High School.

V.I.P. Very Important Partners

Since many families receiving AFDC face multiple and interconnected problems, efforts to assist the families achieve self-sufficiency must be multidimensional. For JOBS to be successful,

working partnerships with many agencies, both public and private, are essential. The contributions made by partners in planning, implementation, special projects and coordination have been significant. These partners include the Office of Public Instruction, Department of Labor, Department of Family Services, Montana Job Training Partnership Inc., Human Resource Development Councils, Displaced Homemaker Network and Capital Opportunities.

FISCAL ISSUES:

Full implementation occurred during SFY92 with 28 counties operating JOBS programs. Expenditures during SFY92 were approximately \$3.4 million. Total program budget for SFY93 is \$3,367,899. Monthly expenditures for SFY93 are projected to average approximately \$280,000.

The JOBS program is funded with a combination of state, federal and county funding. Administrative costs and supportive services for participants are funded at 50% federal/50% state. Program operations are funded at the FMAP rate which is approximately 71% federal and 29% state. The Montana JOBS program has \$595,598 in federal funds available at a 90% federal match rate. The 10% match for this money is supplied by counties and contractors as in-kind match. The total program funding mix is 62% federal, 35% state general fund, and 3% county or private funds.

PROGRAM MANDATED

Federal Regulations provide that a State IV-A agency, as a condition of participation in the AFDC program, must operate a JOBS program. The Montana constitution requires that financial and medical assistance be provided to needy families.

RECENT CHANGES

AFDC-UP Track

SRS implemented the AFDC Unemployed (AFDC-UP) JOBS UP Track effective July 1, 1991. This program serves two parent households on AFDC. The Department chose to serve the primary wage earner in each AFDC-UP household (unless otherwise exempt) to participate in work directed activities. The UP caseload has not risen at the rate anticipated. Through FY 91 the UP caseload represented approximately 10% of the entire AFDC caseload. Current statistics indicate the UP caseload represents approximately 9% of the AFDC caseload.

SUMMARY

Montana has been successful in establishing a JOBS program that meets federal requirements. With the implementation of the program, welfare reform in Montana is underway. The JOBS program

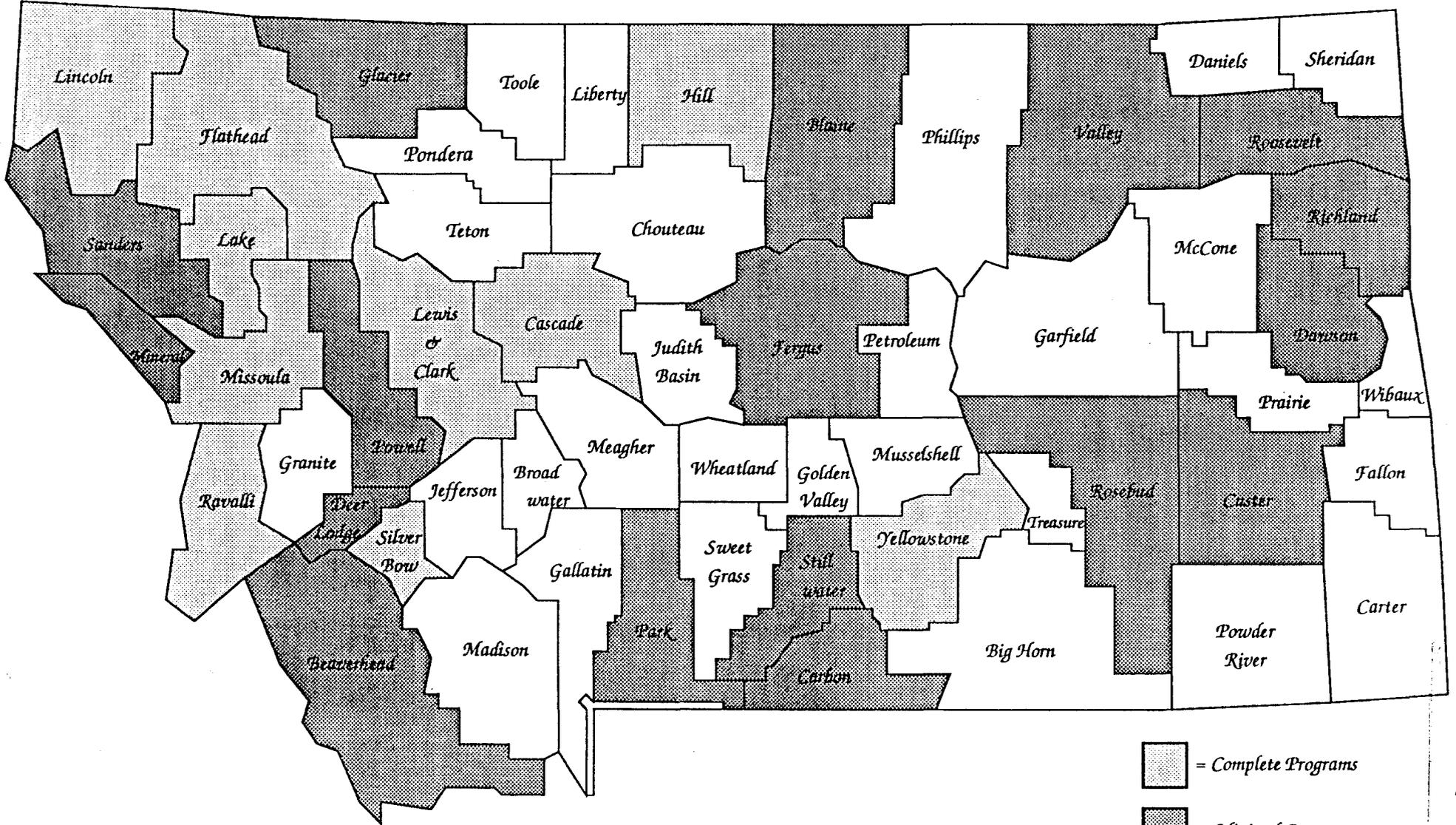
blends AFDC recipient obligation with opportunity. Over 1300 AFDC recipients have found employment through the program and many more have made progress toward self-sufficiency by obtaining a GED, improving self-esteem, gaining problem solving skills, obtaining training, and gaining the skills necessary to successfully seek and retain employment.

Policy development and program implementation have been the focus as SRS designed the state's program and began serving JOBS participants. The program has now entered a new phase. Program focus during the next biennium will be on coordination with other employment and training programs and analysis of program outcomes. We hope through coordination and research and analysis we can provide the focus that will truly help needy families obtain the education, training and employment that will help avoid long-term welfare dependence.

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**JOBS
ATTACHMENTS**

JOBS Counties

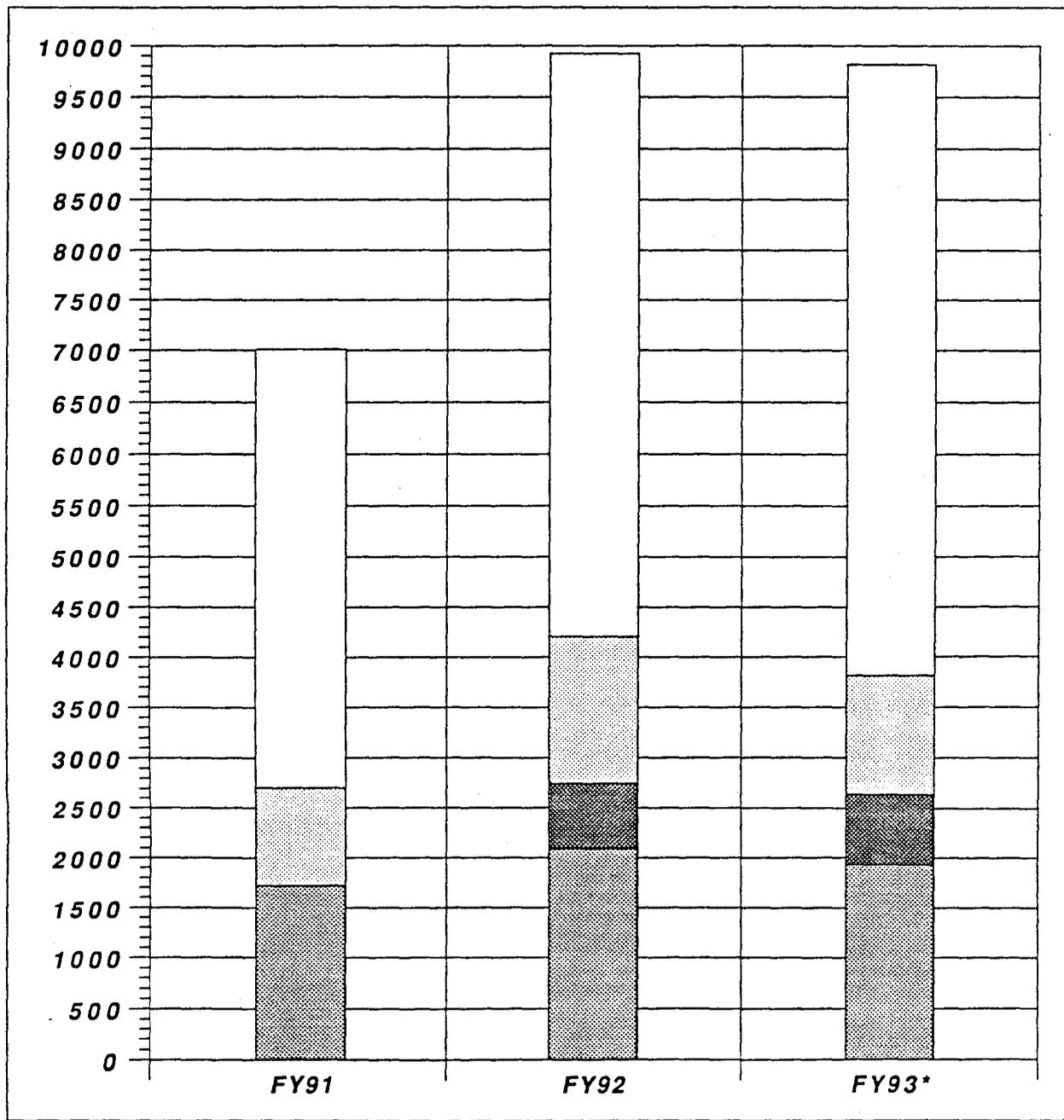


□ = Complete Programs
■ = Minimal Programs

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**JOB CLIENTS - Unduplicated Annual Count
 Served and Proposed to be Served**

	FY91	FY92	FY93*
Enrolled in Regular JOBS	1,721	2,090	1,934
Enrolled in UP JOBS		662	711
Self-Initiated	990	1,454	1,170
Rec'd Orientation	4,301	5,716	6,000
*Contracted			

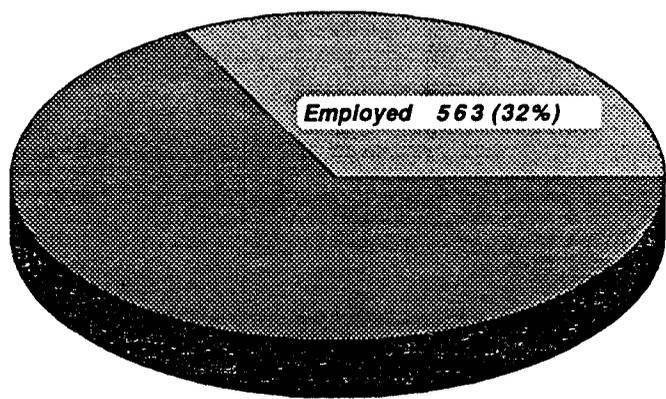


Enrolled in Regular JOBS
 Self-Initiated
 Enrolled in UP JOBS
 Rec'd Orientation

PERCENT OF PARTICIPANTS EMPLOYED

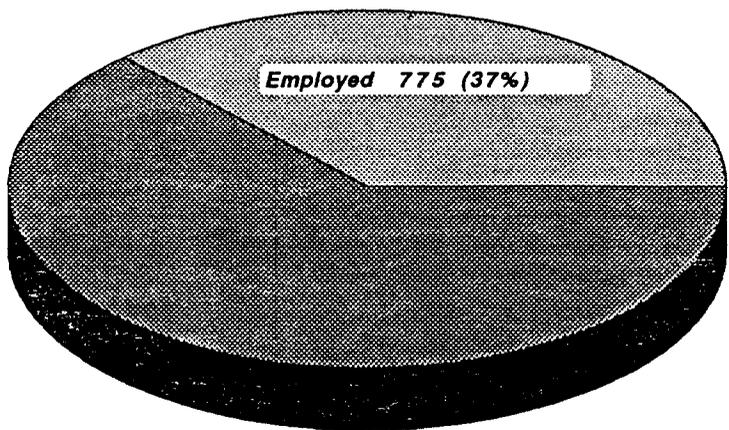
1991

Total enrolled 1,721

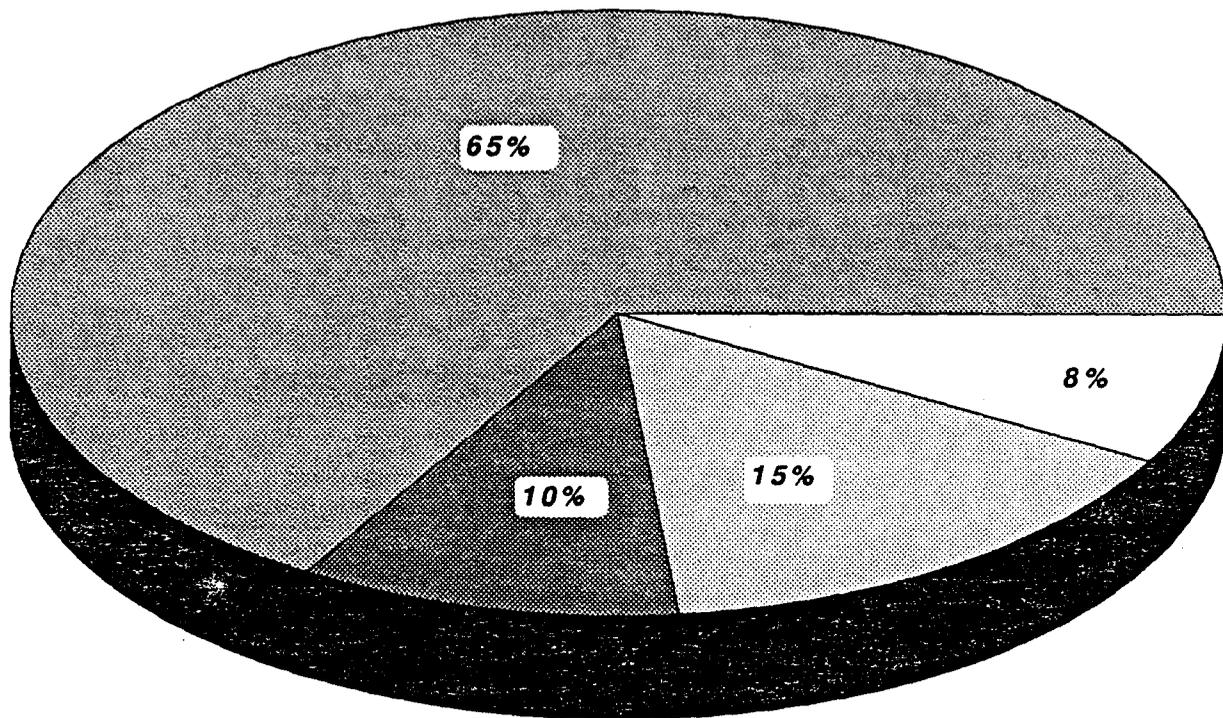


1992

Total enrolled 2,090
Average Wage
Regular \$5.13
UP \$5.40



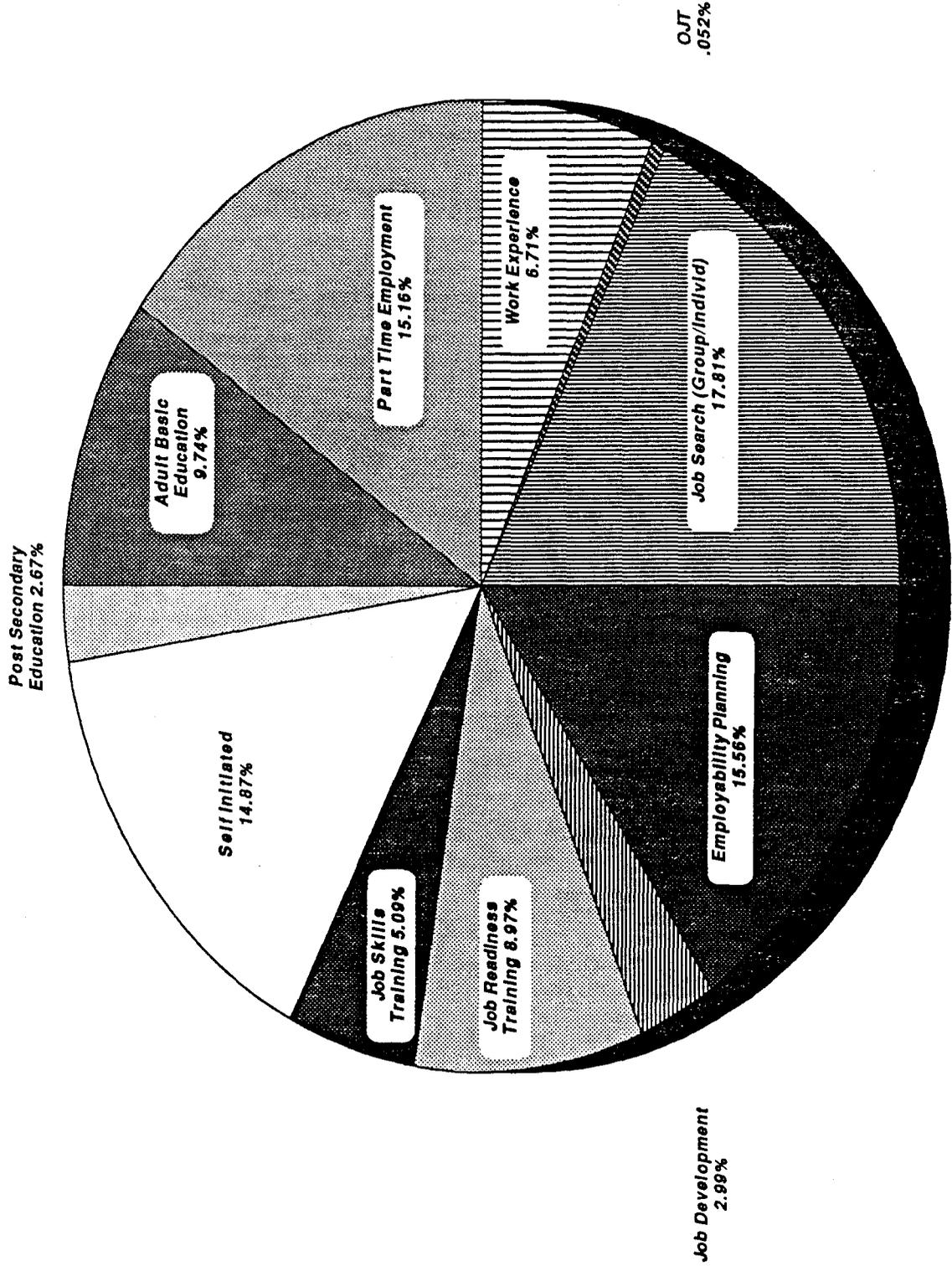
Resolutions - Regular JOBS Program



- 01 Employment
- 02 Mandatory to exempt
- 03 AFDC Termination
- 04 Sanction

01 Employment of 20 hours or more per week expected to last at least 30 days
02 Mandatory individual becomes exempt
03 Enrolled individual is sanctioned
04 Termination from AFDC for any reason

Self Initiated and JOBS Participants (Regular and UP) by Components and Activities



Maximum Payment Family of 3		AFDC REGULAR NON-ENROLLED INDIAN		
		Actual Case Avg.	Predicted Case Avg.	Error
Jul 1990	\$370	\$328.55	\$327.64	\$0.90
Aug 1990	\$370	\$328.99	\$327.64	\$1.35
Sep 1990	\$370	\$332.88	\$327.64	\$5.24
Oct 1990	\$370	\$334.86	\$327.64	\$7.22
Nov 1990	\$370	\$334.93	\$327.64	\$7.29
Dec 1990	\$370	\$334.21	\$327.64	\$6.57
Jan 1991	\$370	\$329.50	\$327.64	\$1.86
Feb 1991	\$370	\$334.09	\$327.64	\$6.45
Mar 1991	\$370	\$333.16	\$327.64	\$5.52
Apr 1991	\$370	\$329.69	\$327.64	\$2.05
May 1991	\$370	\$331.08	\$327.64	\$3.44
Jun 1991	\$370	\$330.80	\$327.64	\$3.15
Jul 1991	\$390	\$347.71	\$338.41	\$9.30
Aug 1991	\$390	\$348.69	\$338.41	\$10.28
Sep 1991	\$390	\$344.77	\$338.41	\$6.36
Oct 1991	\$390	\$346.12	\$338.41	\$7.71
Nov 1991	\$390	\$340.49	\$338.41	\$2.08
Dec 1991	\$390	\$341.37	\$338.41	\$2.96
Jan 1992	\$390	\$337.56	\$338.41	(\$0.85)
Feb 1992	\$390	\$336.49	\$338.41	(\$1.92)
Mar 1992	\$390	\$337.73	\$338.41	(\$0.68)
Apr 1992	\$390	\$333.70	\$338.41	(\$4.71)
May 1992	\$390	\$333.36	\$338.41	(\$5.05)
Jun 1992	\$390	\$331.79	\$338.41	(\$6.62)
Jul 1992	\$405	\$343.69	\$346.49	(\$2.80)
Aug 1992	\$405	\$344.47	\$346.49	(\$2.01)
Sep 1992	\$405	\$343.23	\$346.49	(\$3.26)

	Maximum Payment Family of 3	AFDC-UP NON-ENROLLED INDIAN		
		Actual Case Avg.	Predicted Case Avg.	Error
Jul 1990	\$370	\$427.53	\$429.76	(\$2.23)
Aug 1990	\$370	\$430.79	\$429.76	\$1.03
Sep 1990	\$370	\$437.45	\$429.76	\$7.69
Oct 1990	\$370	\$441.72	\$429.76	\$11.96
Nov 1990	\$370	\$435.31	\$429.76	\$5.55
Dec 1990	\$370	\$444.05	\$429.76	\$14.29
Jan 1991	\$370	\$440.03	\$429.76	\$10.27
Feb 1991	\$370	\$434.77	\$429.76	\$5.01
Mar 1991	\$370	\$432.07	\$429.76	\$2.30
Apr 1991	\$370	\$437.60	\$429.76	\$7.84
May 1991	\$370	\$429.21	\$429.76	(\$0.55)
Jun 1991	\$370	\$421.05	\$429.76	(\$8.71)
Jul 1991	\$390	\$442.03	\$449.52	(\$7.49)
Aug 1991	\$390	\$446.82	\$449.52	(\$2.70)
Sep 1991	\$390	\$458.89	\$449.52	\$9.37
Oct 1991	\$390	\$451.89	\$449.52	\$2.37
Nov 1991	\$390	\$438.36	\$449.52	(\$11.16)
Dec 1991	\$390	\$443.48	\$449.52	(\$6.04)
Jan 1992	\$390	\$435.99	\$449.52	(\$13.53)
Feb 1992	\$390	\$427.15	\$449.52	(\$22.37)
Mar 1992	\$390	\$432.14	\$449.52	(\$17.39)
Apr 1992	\$390	\$417.95	\$449.52	(\$31.58)
May 1992	\$390	\$423.18	\$449.52	(\$26.34)
Jun 1992	\$390	\$423.71	\$449.52	(\$25.81)
Jul 1992	\$405	\$441.34	\$464.34	(\$23.00)
Aug 1992	\$405	\$444.59	\$464.34	(\$19.75)
Sep 1992	\$405	\$438.50	\$464.34	(\$25.84)

EXHIBIT 1
DATE 1-13-93
SB

Case Study #1

Target Group 36 of 60 months on AFDC

Barriers:

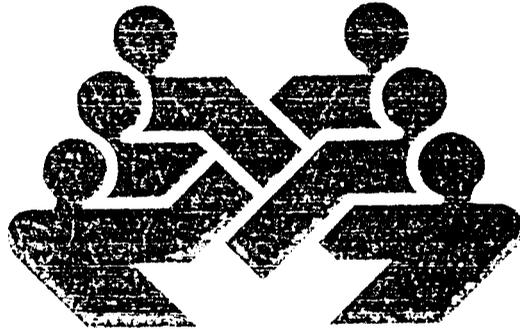
- No Drivers license
- Little work experience
- 10th Grade education
- Very low self-esteem
- Left abusive relationship
- Vehicle that didn't run
- Few skills
- No GED
- Two child under age of four
- No support system

JOBS History:

- * 8/91 Enrolled in JOBS
- * 8/91 Put into GED track
- * 10/92 Enrolled in World of Work (JTPA funded)
- * 11/92 Enrolled in Displace Homemakers (JTPA funded)
- * 11/92 Enrolled in CNA training
- * 12/92 Completed CNA training
- * 12/92 Obtained employment at local nursing home
 - \$4.90 to begin
 - \$5.63 when certificate received
 - \$6.10 within 30 days

Eligible for Transitional Child Care and Transitional Medical benefits.

Case.ss



MONTANA JOB TRAINING PARTNERSHIP, INC.

This exhibit contains - Executive Performance Reports (of the Balance of State-Service Delivery Area and Concentrated Employment Program) and a JTPA Annual Report. The original is stored at the Historical Society, 225 North Roberts Street, Helena, MT 59620-1201. The phone number is 444-2694.

1993 8% EXPENDITURES BY ACTIVITY

WORLD OF WORK.....	\$49,534
BASIC EDUCATION.....	\$253,201
CLASSROOM TRAINING.....	\$175,002
SUPPORTIVE SERVICES.....	\$2,129
LOCAL ADMINISTRATION.....	\$22,611
MONTANA CAREER INFORMATION...	\$10,000
OPI ADMINISTRATION.....	\$52,755
TOTAL.....	\$565,232

1993 8% EXPENDITURES BY SITE BY ACTIVITY

BILLINGS JOB SERVICE: world of work.....	\$44,480
BUTTE: basic education.....	\$26,209
Classroom training.....	\$26,524
GLENDIVE: basic education.....	\$15,426
drop out prevention.....	\$4,180
local admin.....	\$1,972
GREAT FALLS: basic education.....	\$67,374
classroom training.....	\$11,014
HELENA: basic education.....	\$55,729
local admin.....	\$1,338
KALISPELL HRDC: world of work.....	\$43,249
drop out prevention.....	\$11,000
Youth transition (JMG) ..	\$7,478
MISSOULA: basic education.....	\$42,500
world of work.....	\$46,551
BOZEMAN HRDC: drop out prevention.....	\$4,800
youth transition (JMG) ..	\$14,400
basic education.....	\$1,410
local admin.....	\$2,300
BILLINGS ABE CENTER: basic education....	\$42,195
MILES CITY: basic education.....	\$19,636
local admin.....	\$1,942

District 7 Human Resources Development Council

Celebrating 25 years of Community Service

EXHIBIT 4
DATE 1-13-92

4

YELLOWSTONE COUNTY JOBS PROGRAM DISTRICT 7 HUMAN RESOURCES DEVELOPMENT COUNCIL JULY, 1990 THROUGH DECEMBER, 1992

JOB (Job Opportunity and Basic Skills) for mandatory AFDC recipients:

I. STATE GOALS AND REQUIREMENTS

- ...provide case management services for 320 single parents (regular) a year and for all mandatory two-parent households (UP's)
- ...in regular program only, resolve 56% of enrollees (off welfare, or otherwise exempted after enrollment)
- ...resolve 42% of enrollees to job placement
- ...55% of funds must be spent on the target group identified as most in need.
- ...regular clients must participate in employment, training or job readiness activities 20 hours a week
- ...UP's must participate 40 hours a week, with an emphasis on job search, volunteer work and immediate employment

II. TARGET GROUPS

	<u>Percent of Enrollees</u>
On AFDC more than 3 of the last 5 years	53%
Under 24 years old with no High School Diploma (or equivalency) or with minimal job experience	21%
Youngest child within 2 years of leaving home	<u>2%</u>
Total	= 76%

III. TOTAL NUMBERS SERVED

Regular	UP
900	270
490	

Self-Initiated (day care paid for recipients to attend post-secondary education)

IV. RESOLUTIONS

	Regular	UP
Total Resolutions	79%	52%
Job Placements (20 hrs/week or more)	43%	38%
...Average hourly wage	\$4.97	\$5.54

- ...72% of jobs are full-time permanent positions
- ...39% have medical insurance available through employers
- ...74% of Regular clients closed from JOBS due to employment remain off Welfare at the time of follow-up study (2 1/2 years after program began)
- ...86% of UP's closed due to employment remain off Welfare at the time of follow-up study.

V. OTHER COMPONENTS OF JOBS REGULAR
...30% of participants attend ALC for basic education
...20% do volunteer work (AWEP) to gain experience in 65 different non-profit agencies

VI. Clients who do not comply with program requirements, lose their portion of the welfare grant, called sanction.
... 8% of regular clients are sanctioned
...20% of UP's are sanctioned

VII. AVERAGE LENGTH OF STAY IN JOBS
 Regular 9 months
 UP 3 1/2 months

VIII. Estimated cost savings per year (JOBS regular) are calculated by:
...determining the AFDC money saved by placing participants in jobs they retain for a year or more & comparing that figure to the JOBS budget.

JOBS Budget (Yellowstone County)	\$455,000.
AFDC Saved (\$390/mo. as average grant)	\$393,120.

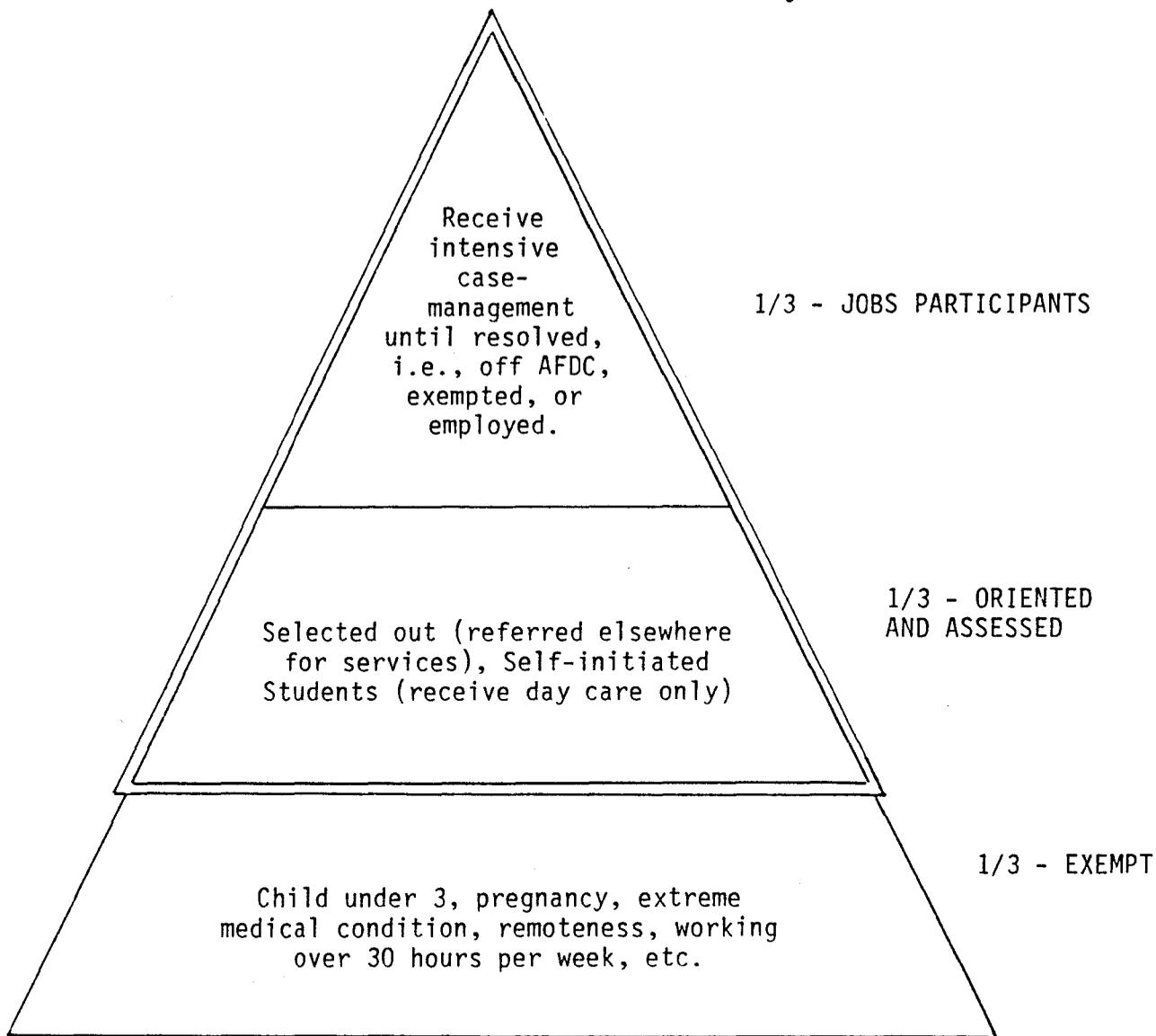
Additional savings are made through:
...income taxes paid by participants who obtain employment.
...reduced cost of food stamps, medical and subsidized housing.
...temporary and part-time employment of participants whose AFDC is reduced.
...grant reductions due to participant non-compliance of program requirements.

IX. Recommendations
...maintain the intensive case management approach to reduce multiple barriers to self-sufficiency.
...serve both parents of the UP household simultaneously, so families can develop self-sufficiency goals and activities together.

DISTRICT 7 HUMAN RESOURCES DEVELOPMENT COUNCIL/JOB
BILLINGS, MONTANA

TRIANGLE REPRESENTS ALL YELLOWSTONE COUNTY
AFDC RECIPIENTS

EXHIBIT 5
DATE 1-13-93
8



...JOBS serves as a Clearinghouse to assess and channel recipients in the appropriate direction, e.g., Vocational Rehabilitation, job training, mental health.

District 7 HRDC PROGRAMS - serving a five-county area.

- ...JOBS
- ...LIEAP, Weatherization, Energy Assistance
- ...JTPA Youth Program; JTPA Older Worker Program
- ...Housing Programs
- ...Self-Employment
- ...Day Care
- ...ASK Directory - Community Referral Directory

6
Bridger Family Planning

JTPA/JOBS

Park County JOBS program utilizes a wide variety of programs and organizations to provide comprehensive services to their clients. Clients receive the following services:

- Adult Basic Education
- On-site parenting classes
- Head Start classes for their children
- Alternative High School Program
- Gallatin Valley Literacy Council
- Commodities
- Food Bank
- Housing and Energy Assistance programs
- Ministerial Association for homeless
- Mountain House Mental Health
- Battered Women's Network
- WIC/ Well Child Clinic
- Alcohol and Drug Services
- Local physicians for health screenings and care
- JTPA/JOBS Support Services
- Legal Counsel
- Child Care Connections
- Bridger Family Planning
- MSU Testing
- Park High Career Center
- Job Service placement services
- HRDC Employment & Training Programs
- Capital Opportunities

EXHIBIT 6
DATE 1-13-93
88

All activities and referrals are coordinated through an intensive case management model. If the service is available we will find that entity which is most qualified to provide the service.

A. Consolidate all resources impacting the road to self-sufficiency under one roof.

B. Pass through resources for coordination at the local level.

JOBS UPDATE

1/1/92 - 12/31/92

41 clients were served, 18 found employment and all have remained off AFDC with the exception of 1 who is back on AFDC because of medical problems. 5 obtained their GED, 6 moved. The average wage at placement was \$ 4.97

10 teen parents are being served all are still enrolled in the program, 2 are employed with 1 being completely off AFDC. Their average wage is \$ 4.90.

The JOBS program has helped in monitoring and tracking welfare recipients, documenting misuse and abuse of the system, and in general making sure that the system works the way it was set up.

CAPITAL OPPORTUNITIES

Microenterprise development has been accepted as a viable employment alternative for low income persons. Specifically, creation of jobs through self employment opportunities is well established as a means for a segment of the population.

Low income loan programs provide capital to applicants with a good idea for self employment, but without the means to continue or initiate the business. The low income loan programs operated as Capital Opportunities by HRDCs at five state locations are now established, substantial loan funds are available through other legislative action, and inquiries and applications are increasing. Continuation of the loan programs has the potential to bring about additional savings for public assistance recipients and provide new employment for Montanans.

The essential component that makes self employment a valid option for some low income entrepreneurs is business technical assistance. This involves classroom training, direct planning with the client, and periodic visits to the business to insure needed business information is available to the client. As demonstrated by the Department of Commerce in 1991 during the Microbusiness Finance Program legislative hearings, businesses with business technical assistance readily available have a much greater chance of success than the usual new microbusiness. This need to provide business technical assistance also means the costs for operating the program are much higher than those for other lending institutions. However, the loan sizes and volumes are typically small, resulting in relatively low fee or interest income.

For Capital Opportunities, numerous resources are coordinated to best serve the targeted clientele. Beginning with a grant from HHS, partnerships were established the Departments of Commerce for Small Business Development Center services, the Department of Social and Rehabilitation Services for assistance with public assistance clients, local economic development groups, SCORE chapters, local adult education organizations, and others. The effort to apply these resources in concert to a client's situation improves the chances of readiness for the business operation and success in the market place.

JOBS funds have been and continue to support the training elements of programs serving AFDC recipients and low income individuals and families.

A. How many people taken off assistance and for how long. COMMENT:

Based on a small sample (COI Eval, pg 10), "43.8% of all comparison group members still receiving some kind of public assistance ... [while] ... only 8.3% of all intervention group members" received any public assistance.

Although the number in the loan recipients being observed was small, the trend to leave and remain off welfare is strong.

B. Are people coming back into programs after awhile. COMMENT: The

Survey Research Center of Montana State University completed an evaluation on the initial period of the Capital Opportunities loan program. At the end of the most recent evaluator observation period, "none of the CO loan recipients were added on the welfare program (COI Eval, pg 11)."

C. How much money has been saved by helping people off AFDC and what

the proposed targets for next several years. COMMENTS: Based on the

evaluator's report of the first fourteen (14) loans under the program, public assistance savings of \$38,206 per year are estimated. Extrapolated for the current 54 loans (data still being collected), possible savings of \$147,366 per year can be anticipated in public assistance savings. Plans for future years include continuing working with existing clients, expanding outreach efforts through established low income oriented programs, and creating a structure to insure a long term permanent program is possible (COI Eval, pg 12).

Funding Options:

1. Continue \$150,000 of JOBS funds per fiscal year for five operating programs in Billings, Bozeman, Kalispell, Lewistown, and Missoula/Hamilton.
 - a. Programs are established, will continue to operate, and formal outside evaluations will insure results reported are valid.
 - b. HRDCs operating the programs have a variety of resources to assist the targeted clientele, resulting in a full services approach to the targeted clientele.
2. Allot specific dollar amounts based on the status of client businesses at specified performance periods (60, 90, 180 days, etc.).
 - a. Business success for new businesses is usually measured in how long the business survives, frequently failure rate within five years. For low income businesses, the initial year appears to be the most difficult and is a good predictor of future success. Concentrated business technical assistance is usually vital to this period. Payments based on



Training Programs Run by Local Job Service Centers

Welfare to Work Programs

JTPA Programs

Training Total

Other*

Total

Office	Program		Program		Program		Program		Program		Program		Program		Program		Program		Program		Program		Program		Program	
	PWP	Staff	FSJS	Staff	JOBS	Staff	UP	Staff	Adult	Staff	Youth	Staff	EDWAA	Staff	Totals	Staff	Totals	Staff	Totals	Other Staff	LO Staff					
Andacosta	18,485	0.58	15,106	0.22	32,325	0.71	26,920	0.58	117,467	1.43	47,276	0.52	11,857	0.15	269,436	4.19	46,099	9.00	4,81	56.00						
Billings			84,819	1.65	13,000	0.31			299,572	3.82	253,620	2.80	85,870	1.33	736,881	9.91	46,099	9.00	4,81	56.00						
Bozeman									47,193	0.61	49,380	0.77	33,180	0.44	129,753	1.82	14,118	2.70	3.12	4.00						
Butte									238,730	2.96	91,631	1.00	28,385	0.33	358,746	4.29	15,21	2.70	3.12	4.00						
Cut Bank									47,534	0.64	47,336	0.54	5,466	0.14	100,336	1.32	2,68	3.50	4.17	5.00						
Dillon									41,230	0.45	27,603	0.25	13,905	0.10	82,738	0.80	2,70	3.50	4.17	5.00						
Glasgow									27,414	0.41	23,952	0.34	5,426	0.13	56,792	0.88	3,12	4.00	4.17	5.00						
Glendive									25,105	0.36	23,952	0.35	8,186	0.12	57,243	0.83	4,17	5.00	4.17	5.00						
Great Falls	107,971	2.06	29,332	0.43			95,171	2.00	160,992	2.10	149,942	1.66	39,285	0.75	582,693	9.00	28,00	37.00	5.78	8.00						
Hamilton									82,951	1.16	72,285	0.85	32,189	0.21	187,425	2.22	5,78	8.00	5.78	8.00						
Have					95,000	1.54	16,400	0.26	64,891	0.81	54,675	0.72	31,481	0.23	262,447	3.56	5,44	9.00	5.78	8.00						
Helena	23,800	0.50			66,658	1.38	11,200	0.23	197,535	2.15	90,013	1.02	48,475	0.55	437,681	5.83	22,17	28.00	5.78	8.00						
Flathead									194,754	2.68	140,809	1.15	43,428	0.60	378,991	4.43	21,07	25.50	5.78	8.00						
Lewistown									48,155	0.60	40,575	0.47	7,966	0.14	96,696	1.21	3,79	5.00	5.78	8.00						
Libby	22,460	0.36	10,664	0.22	76,000	1.47	30,240	0.57	99,380	1.26	59,291	0.63	22,809	0.20	320,844	4.71	7,29	12.00	5.78	8.00						
Livingston									41,225	0.49	29,020	0.31	12,857	0.15	83,102	0.95	5,05	6.00	5.78	8.00						
Miles City			14,551	0.46					64,649	0.94	68,373	0.91	17,706	0.29	165,279	2.60	5,40	8.00	5.78	8.00						
Missoula					24,081	0.83			195,594	2.26	187,707	2.17	66,628	0.81	474,010	6.07	28,93	35.00	5.78	8.00						
Poison	11,337	0.08	10,664	0.20			21,765	0.41	72,887	0.99	63,806	0.87	22,509	0.20	202,968	2.75	5,25	8.00	5.78	8.00						
Shelby									25,105	0.31	23,952	0.28	3,905	0.10	52,962	0.69	2,31	3.00	5.78	8.00						
Sidney									37,607	0.53	25,030	0.26	6,506	0.14	69,143	0.93	4,57	5.50	5.78	8.00						
Thompson Falls									35,382	0.44	25,030	0.26	21,124	0.08	81,536	0.78	2,22	3.00	5.78	8.00						
Wolf Point									45,022	0.53	35,839	0.38	5,857	0.15	86,718	1.06	2,44	3.50	5.78	8.00						
Totals	\$184,053	3.6	\$165,136	3.18	\$307,064	6.24	\$201,696	4.05	\$2,210,374	27.93	\$1,631,097	18.51	\$575,000	7.34	\$5,274,420	70.83	242.67	313.50	242.67	313.50						

*"Other" includes Employment Service, Unemployment Insurance, Veteran Programs, Etc.

STATE DISPLACED HOMEMAKER MYTHS AND FACTS
WITH JTPA AMENDMENTS RELATIONSHIP

1. MYTH: State Displaced Homemaker programs are not statewide operators. (See Map)

FACT: 14 Displaced Homemaker Centers are located in 13 cities in Montana. Displaced Homemaker Centers provide local or outreach training/ placement services to every county in Montana. Displaced Homemaker Centers provide the following statewide services: resource and referral; safety network for relocating displaced homemakers; telecommunication link on Big Sky Network and SRS system; joint training coordinating program operator meetings.

AMENDMENTS: 1) Through the DHC Network a format is in place for state capacity building and technical assistance; 2) a telecommunications network is in place for linking with the national capacity building NETWORK; 3) development of exemplary programs.

2. MYTH: State Displaced Homemaker programs are small program operators targeted to serve a small percentage of the economically disadvantaged population.

FACT: All Displaced Homemaker Centers operate multi funded programs totaling \$3,093,774 and serving 2,830 statewide. 85% are JOBS operators. Due to the diversity of funding, DHCs have the advantage of offering multiple programs which are individualized to the participants' needs.

AMENDMENTS: To increase JTPA impact, linkages have been developed with other Federal Human Resource programs such as: Carl D. Perkins Vocational Educational Act; Family Support Act (i.e., JOBS Program, Title IVA Child Care, State Displaced Homemaker); Community Development Block Grants; local service groups; private foundations.

EXHIBIT 8
DATE 1-13-93
SB

5. MYTH: Displaced Homemakers provide a limited scope of services which results in a minimal impact on economically disadvantaged participants.

FACT: DHCs' are statewide in scope - local in focus. We are recognized community/state resource/referral agents. Through individualized employability planning, testing and assessment, displaced homemaker centers utilize all available community and state resources such as: Adult Basic Education; Voc Rehab.; Head Start; Job Service; Housing/ Homeless Authorities; Apprenticeship programs; post secondary institutions; and nontraditional employment training.

AMENDMENTS: Information on full array of applicable and appropriate available services with referrals to appropriate programs; outreach to make individuals aware and to facilitate participation in education, training, and work experience programs.

MONTANA STATE DISPLACED HOMEMAKERS FUNDING SHEET

A	B	C	D	E	F	G	H	I	J	K	L
	JTPA IIA	HOUSEBILL	CARL PERKINS	JOBS	JTPA 6%	LOCALITY	FOUNDATIONS	SERVICE CLUBS	WEDDO	IN-KIND	TOTALS
1											
2											
3											
4	90,004	19,468				1,890	12,120	500			
5	89,295	31,059	49,566	10,000	12,819	2,500	8,350			23,458	
6	39,808	21,681	39,242	187,150	9,245					8,650	
7	38,439	17,782		23,215				516,224			
8	28,425	24,554		76,206	21,653	2,555	7,000				
9	64,625	22,630	67,000	118,380	19,000					7,754	
10	35,664	14,200	21,972	44,250	18,208					31,233	
11	39,385	21,155	35,000	178,600							
12	76,700	22,630	35,831	351,500							
13	57,524	17,782	61,889	54,265	31,973					8,625	
14											
15			28,288	23,350							
16			24,779	27,480							
17			35,000	501,537					125,244		
18											
19	\$559,869	\$212,941	\$357,567	\$1,094,396	\$112,898	\$6,945	\$27,470	\$516,724	\$125,244	\$79,720	\$3,093,774
20											
21	65	19				42					
22	88	35	105	30	85	40	58				
23	20	17	49	142	7						
24		48									
25	19	12		75	35						
26	54	25	112	88	10						
27	41	23	30	88							
28	25	24	47	225							
29	65	26	50	268							
30	48	20	60	70							
31											
32			29	35							
33			60	44							
34			55	403					272		
35											
36	TOTAL NUMBER SERVED	425	249	542	1,065	82	58	0	272	0	2,830

EXHIBIT 8
DATE 1-13-93

Kalispell is also a JOBS provider, but their data is not included. Including Kalispell, 92% of the Displaced Homemaker Centers are JOBS providers.

HOUSE OF REPRESENTATIVES
VISITOR'S REGISTER

Human Resources

COMMITTEE

BILL NO. _____

DATE 1-13-93 SPONSOR(S) _____

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NAME AND ADDRESS	REPRESENTING	SUPPORT	OPPOSE
GARY CURTIS	DEPT OF LABOR		
GARY CURTIS	PHIP/PHIP		
Rex Barberino	PHIP - Silver Bow		
BORIS DRILSON	PHIP - Silver Bow		
Sheila Hoan	CTI - Helena		
Jenny Huntington	CTI - Helena		
Cherise Papp	CTI - Helena		
Tom Hayes	MT Job Training Partnership		
Bob Anderson	DLT		
John Hull	OBPP		
Jeff Rupp	Bozeman HRAC		
Tom Case	YWC		
Janet Stevens	YWCA - Displaced Homemakers		

PLEASE LEAVE PREPARED TESTIMONY WITH SECRETARY. WITNESS STATEMENT FORMS ARE AVAILABLE IF YOU CARE TO SUBMIT WRITTEN TESTIMONY.

HOUSE OF REPRESENTATIVES
VISITOR'S REGISTER

Human Resources COMMITTEE BILL NO. _____
DATE 1-13 SPONSOR(S) _____

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NAME AND ADDRESS	REPRESENTING	SUPPORT	OPPOSE
Jim Morton 617 S. Higgins, Mdn	D4 XI HRDC		
Cathy Buckner 2230 East 27th Butte	4-C's		
Barbara Mahan 110 Commercial	4-C's		
MARY BERG 44 E PARK BUTTE MT 59701	Carter Futures, NRE		
Dore Pope Eli... 300... Butte	MTED		
C... Butte	NRC XII		
C... Mdn	MLC		
Gaye Howell Carter Futures, 44 E. Park/Butte	MT ST Displaced Homemakers Network		
DANNA DUFFY	WORKPLACE/RESGTF		
Ingrid... Co	Dept of Labor-Industry		
C... Butte	NRE - 7...		
... Butte	NOW MORE HUMAN RESOURCES		
...	...		
...	...		

PLEASE LEAVE PREPARED TESTIMONY WITH SECRETARY. WITNESS STATEMENT FORMS ARE AVAILABLE IF YOU CARE TO SUBMIT WRITTEN TESTIMONY.

