

HOUSE BILL 13

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2001 Regular Session
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(PRE-FILED)

By: **Delegates Kopp, Taylor, Dewberry, Hurson, Arnick, Busch, Doory, Guns, Harrison, Hixson, Howard, Menes, Montague, Rawlings, Rosenberg, Vallario, and Wood Wood, W. Baker, Barkley, Bobo, Bronrott, Brown, Burns, Cane, Clagett, Cole, Conway, DeCarlo, Dembrow, Dvpski, Finifter, Frush, Giannetti, Glassman, Goldwater, Grosfeld, Hammen, Hubers, A. Jones, V. Jones, Kirk, Love, Mandel, McIntosh, Moe, Morhaim, Nathan-Pulliam, Patterson, Pendergrass, Petzold, Pitkin, Riley, Rosso, Rudolph, Shriver, Swain, Turner, and Zirkin**

Requested: November 15, 2000

Introduced and read first time: January 10, 2001

Assigned to: Appropriations

Committee Report: Favorable with amendments

House action: Adopted with floor amendments

Read second time: March 17, 2001

CHAPTER _____

1 AN ACT concerning

2 **Skills-Based Training for Employment Promotion (STEP) Pilot Program**

3 FOR the purpose of creating a Skills-Based Training for Employment Promotion
4 (STEP) Pilot Program; expressing the intent of the General Assembly regarding
5 the purpose of the STEP Program; requiring the Governor's Workforce
6 Investment Board, in consultation with the Department of Labor, Licensing, and
7 Regulation, to establish and administer the STEP Program; requiring the STEP
8 Program to provide certain grants on a competitive basis to a certain number of
9 local workforce investment boards; providing for the funding of the STEP
10 Program; specifying the STEP Program application process and application
11 contents; requiring the Board to evaluate certain applications, to consider
12 factors, and to recommend to the Department the distribution of certain grants;
13 requiring the Board to adopt certain performance evaluation standards;
14 authorizing the Board to adopt certain regulations and guidelines; requiring a
15 local workforce investment board that receives a STEP Program grant to
16 develop certain processes and programs, provide for the creation of certain
17 accounts, ensure that eligible individuals make certain applications prior to use
18 of certain funds, coordinate with certain programs that provide wraparound
19 services, assist eligible individuals in making certain applications prior to use of
20 certain funds, collect and report certain data ~~by a certain date~~, and comply with

1 certain performance evaluation requirements; requiring a local workforce
2 investment board that receives a STEP Program grant to develop certain
3 employer-based training programs that meet certain requirements; requiring
4 the Department to distribute STEP Program grants consistent with certain
5 recommendations, to establish certain financial and data collection procedures,
6 and to provide certain technical assistance; requiring the Board to submit a
7 certain annual report by a certain date; expressing the intent of the General
8 Assembly if certain funds are used; expressing the intent of the General
9 Assembly that certain funds be directed primarily to certain individuals;
10 defining certain terms; providing for the termination of this Act; and generally
11 relating to the creation of the Skills-Based Training for Employment Promotion
12 (STEP) Program.

13 BY adding to

14 Article 41 - Governor - Executive and Administrative Departments
15 Section 18-401 through 18-408, inclusive, to be under the new subtitle "Subtitle
16 4. Skills-Based Training for Employment Promotion (STEP) Pilot
17 Program"
18 Annotated Code of Maryland
19 (1997 Replacement Volume and 2000 Supplement)

20 Preamble

21 WHEREAS, Fifteen percent of Maryland's children live in poverty and even
22 more live in near poverty; and

23 WHEREAS, Nationally almost two-thirds of children in poverty have working
24 parents; and

25 WHEREAS, During the past 20 years, low-income families have seen an erosion
26 in their standard of living, while at the same time the wealthiest families have
27 experienced a dramatic increase in real income and wealth; and

28 WHEREAS, While welfare reform efforts have helped many former welfare
29 recipients move into the labor force, many of these individuals have found work in
30 entry-level jobs with low wages and without employer provided health care or other
31 benefits; and

32 WHEREAS, The long-term success of welfare reform and workforce
33 development efforts depends on assisting low-income working parents sustain living
34 wage employment and access career ladders for employment promotion; and

35 WHEREAS, Helping low-income working parents access career ladders for
36 employment promotion to better jobs with higher wages and employer provided
37 benefits can result in long-term improvements in the economic well-being of
38 low-income families thereby reducing the likelihood of future public assistance needs;
39 and

1 WHEREAS, The increased job related skills of parents can also serve to
2 encourage their children to perform better in school, thereby helping to break the
3 cycle of poverty; and

4 WHEREAS, Numerous employers in Maryland are currently suffering
5 shortages of skilled workers which inhibits the economic growth of the State and the
6 increased skills-based training of individuals will contribute to both the economic
7 development and prosperity in the State; now, therefore,

8 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
9 MARYLAND, That the Laws of Maryland read as follows:

10 **Article 41 - Governor - Executive and Administrative Departments**

11 SUBTITLE 4. SKILLS-BASED TRAINING FOR EMPLOYMENT PROMOTION (STEP) PILOT
12 PROGRAM.

13 18-401.

14 IT IS THE INTENT OF THE GENERAL ASSEMBLY THAT THE SKILLS-BASED
15 TRAINING FOR EMPLOYMENT PROMOTION (STEP) PILOT PROGRAM:

16 (1) ENABLE LOW-INCOME INDIVIDUALS WITH DEPENDENT CHILDREN
17 TO PURSUE EDUCATION AND TRAINING DIRECTED AT ATTAINMENT OF IDENTIFIED
18 SKILLS AND CREDENTIALS;

19 (2) ASSIST LOW-INCOME INDIVIDUALS WITH DEPENDENT CHILDREN IN
20 MOVING TOWARD LONG-TERM SELF-SUFFICIENCY WITH SKILLS-BASED TRAINING
21 THAT WILL:

22 (I) LEAD TO JOBS WITH FAMILY SUSTAINING WAGES INCLUDING
23 HEALTH CARE AND OTHER BENEFITS;

24 (II) PROVIDE ACCESS TO PROFESSIONAL CAREER LADDERS FOR
25 CONTINUED JOB ADVANCEMENT; AND

26 (III) ELIMINATE FUTURE NEEDS FOR PUBLIC ASSISTANCE;

27 (3) CREATE SKILLED EMPLOYEES THAT ARE QUALIFIED FOR
28 EMPLOYMENT IN AN AREA OF STATE OR LOCAL WORKFORCE SHORTAGE; AND

29 (4) COORDINATE WITH AND NOT DUPLICATE EXISTING STATE
30 PROGRAMS.

31 18-402.

32 (A) IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS
33 INDICATED.

1 (B) "BOARD" MEANS THE GOVERNOR'S WORKFORCE INVESTMENT BOARD
 2 ESTABLISHED BY THE GOVERNOR UNDER TITLE 11, SUBTITLE 5 OF THE LABOR AND
 3 EMPLOYMENT ARTICLE.

4 (C) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR, LICENSING, AND
 5 REGULATION.

6 (D) "ELIGIBLE INDIVIDUAL" MEANS AN INDIVIDUAL WHO:

7 (1) IS THE CUSTODIAL PARENT, NONCUSTODIAL PARENT, OR LEGAL
 8 GUARDIAN OF ONE OR MORE DEPENDENT CHILDREN AND IS RESPONSIBLE IN
 9 WHOLE OR IN PART FOR THE FINANCIAL SUPPORT OF THE DEPENDENT CHILDREN;

10 (2) IS A RESIDENT OF THE STATE;

11 (3) LIVES IN A HOUSEHOLD WITH AN INCOME THAT IS NOT MORE THAN
 12 200% OF THE FEDERAL POVERTY LEVEL; AND

13 (4) ~~(I)~~ 1. WORKS AT LEAST 20 HOURS PER WEEK IN:

14 ~~(A)~~ A. PUBLIC OR PRIVATE EMPLOYMENT;

15 ~~(B)~~ B. FAMILY INVESTMENT PROGRAM WORK ACTIVITY; OR

16 ~~(C)~~ C. STATE-SPONSORED OR RELATED WORK ACTIVITY; AND

17 ~~(5)~~ 2. HAS WORKED IN ONE OF THE ACTIVITIES LISTED IN ~~ITEM (4) OF~~
 18 ~~THIS SUBSECTION~~ ITEM (I)1 OF THIS ITEM FOR AT LEAST 6 MONTHS; OR

19 (II) HAS WORKED AT LEAST 20 HOURS PER WEEK IN ONE OF THE
 20 ACTIVITIES LISTED IN ITEM (I)1 OF THIS ITEM FOR AT LEAST 6 MONTHS IN THE
 21 PRECEDING 12 MONTHS.

22 (E) (1) "EMPLOYER-BASED TRAINING" MEANS SKILLS-BASED TRAINING
 23 THAT:

24 (I) IS APPROVED BY A LOCAL WORKFORCE INVESTMENT BOARD;

25 (II) IS PROVIDED TO AN ELIGIBLE INDIVIDUAL IN COORDINATION
 26 WITH THE INDIVIDUAL'S EMPLOYER; AND

27 (III) MEETS THE REQUIREMENTS OF § 18-406 OF THIS SUBTITLE.

28 (2) "EMPLOYER-BASED TRAINING" MAY INCLUDE APPROVED IN-HOUSE
 29 EMPLOYER TRAINING AND EMPLOYER TRAINING PROGRAMS DEVELOPED IN
 30 COLLABORATION WITH INSTITUTIONS OF POSTSECONDARY EDUCATION OR OTHER
 31 TRAINING PROVIDERS.

32 (F) "INDIVIDUAL STEP ~~TRAINING~~ ACCOUNT" MEANS AN ACCOUNT HELD ON
 33 BEHALF OF AN ELIGIBLE INDIVIDUAL BY A LOCAL WORKFORCE INVESTMENT BOARD
 34 THAT MAY BE USED TO PAY FOR SKILLS-BASED TRAINING AND WRAPAROUND

1 SERVICES AND CONSISTS OF MONEYS CONTRIBUTED BY AN ELIGIBLE INDIVIDUAL
2 OR EMPLOYER AND MATCHED WITH FUNDS FROM THE STEP PROGRAM THAT:

3 (1) MAY CONSIST OF MONEYS CONTRIBUTED BY AN ELIGIBLE
4 INDIVIDUAL OR EMPLOYER; AND

5 (2) SHALL CONSIST OF MONEYS FROM THE STEP PROGRAM.

6 (G) "LOCAL WORKFORCE INVESTMENT BOARD" MEANS A BOARD
7 ESTABLISHED TO ADMINISTER SERVICES IN A WORKFORCE INVESTMENT AREA
8 ESTABLISHED UNDER TITLE 11, SUBTITLE 5 OF THE LABOR AND EMPLOYMENT
9 ARTICLE.

10 (H) "SKILLS-BASED TRAINING" MEANS TRAINING APPROVED BY A LOCAL
11 WORKFORCE INVESTMENT BOARD THAT RESULTS IN THE ISSUANCE OF A
12 POSTSECONDARY EDUCATIONAL DEGREE, THE ISSUANCE OF A CERTIFICATE OF
13 PROFICIENCY IN A SPECIFIC WORK-RELATED SKILL, OR THE ATTAINMENT OF AN
14 IDENTIFIABLE SKILL THAT IS LIKELY TO LEAD TO FUTURE JOB ADVANCEMENT AND
15 IMPROVEMENT IN AN ELIGIBLE INDIVIDUAL'S EARNING POTENTIAL.

16 (I) "SPATIAL MISMATCH" MEANS A PATTERN IN WHICH EMPLOYERS IN NEED
17 OF WORKERS AND EMPLOYEES SEEKING JOBS ARE IN DIFFERENT JURISDICTIONS
18 WITHIN THE SAME JOB MARKET, CREATING A WORKER SHORTAGE IN ONE
19 JURISDICTION AND UNEMPLOYMENT IN ANOTHER JURISDICTION.

20 (J) "STEP PROGRAM" MEANS THE SKILLS-BASED TRAINING FOR
21 EMPLOYMENT PROMOTION PILOT PROGRAM CREATED UNDER THIS SUBTITLE.

22 (K) "WORKFORCE INVESTMENT AREA" MEANS A GEOGRAPHIC AREA
23 DESIGNATED BY THE GOVERNOR AS A SERVICE DELIVERY AREA UNDER SUBTITLE 5
24 OF THE LABOR AND EMPLOYMENT ARTICLE.

25 (L) (1) "WRAPAROUND SERVICES" MEANS SERVICES THAT ARE
26 NECESSARY TO ENABLE AN ELIGIBLE INDIVIDUAL TO PARTICIPATE IN AN APPROVED
27 SKILLS-BASED TRAINING PROGRAM.

28 (2) "WRAPAROUND SERVICES" ~~INCLUDE~~ INCLUDES TRANSPORTATION,
29 HEALTH CARE, CHILD CARE, MEALS, TEMPORARY HOUSING, AND OTHER
30 REASONABLE EXPENSES REQUIRED FOR PARTICIPATION IN THE APPROVED
31 SKILLS-BASED TRAINING PROGRAM.

32 18-403.

33 (A) THERE IS A STEP PROGRAM TO PROVIDE SKILLS-BASED TRAINING AND
34 WRAPAROUND SERVICES TO LOW-INCOME INDIVIDUALS WITH DEPENDENT
35 CHILDREN AND PROVEN WORK HISTORIES.

36 (B) THE BOARD, IN CONSULTATION WITH THE DEPARTMENT, SHALL
37 ESTABLISH AND ADMINISTER THE STEP PROGRAM.

1 ~~(B)~~ (C) THE PURPOSE OF THE STEP PROGRAM IS TO PROVIDE GRANTS TO
2 LOCAL WORKFORCE INVESTMENT BOARDS TO FUND SKILLS-BASED TRAINING,
3 EMPLOYER-BASED TRAINING, AND WRAPAROUND SERVICES FOR ELIGIBLE
4 INDIVIDUALS.

5 ~~(C)~~ (D) THE STEP PROGRAM SHALL PROVIDE GRANTS ~~EACH YEAR~~ ON A
6 COMPETITIVE BASIS TO AT LEAST THREE LOCAL WORKFORCE INVESTMENT BOARDS
7 CONSISTENT WITH ~~§ 11-704~~ § 18-404 OF THIS SUBTITLE.

8 ~~(D)~~ (E) THE STEP PROGRAM SHALL BE FUNDED AS PROVIDED IN THE STATE
9 BUDGET WITH:

10 (1) MONEY INCLUDED BY THE GOVERNOR IN THE BUDGET OF THE
11 DEPARTMENT;

12 (2) MONEY FROM ANY PRIVATE SOURCE; AND

13 (3) ANY AVAILABLE MONEY FROM A FEDERAL, STATE, OR LOCAL
14 PROGRAM, INCLUDING MONEY RECEIVED BY THE STATE FROM THE FEDERAL
15 TEMPORARY ASSISTANCE TO NEEDY FAMILIES (TANF) BLOCK GRANT AND THE
16 FEDERAL JOB TRAINING PARTNERSHIP ACT.

17 18-404.

18 (A) TO APPLY FOR A GRANT UNDER THE STEP PROGRAM, A LOCAL
19 WORKFORCE INVESTMENT BOARD OR A GROUP OF TWO OR MORE LOCAL
20 WORKFORCE INVESTMENT BOARDS SHALL SUBMIT AN APPLICATION TO THE BOARD.

21 (B) THE APPLICATION SUBMITTED BY A LOCAL WORKFORCE INVESTMENT
22 BOARD OR A GROUP OF TWO OR MORE LOCAL WORKFORCE INVESTMENT BOARDS
23 SHALL:

24 (1) IDENTIFY:

25 (I) THE WORK-RELATED SKILLS AND OCCUPATIONS THAT ARE IN
26 SHORT SUPPLY IN THE GEOGRAPHIC REGION SERVED BY THE LOCAL WORKFORCE
27 INVESTMENT BOARD; AND

28 (II) THE SKILLS-BASED TRAINING AND WRAPAROUND SERVICES
29 THAT THE LOCAL WORKFORCE INVESTMENT BOARD INTENDS TO FUND THROUGH
30 THE STEP PROGRAM; AND

31 (2) PROVIDE OTHER INFORMATION REQUESTED BY THE BOARD.

32 (C) THE BOARD SHALL:

33 (1) EVALUATE APPLICATIONS SUBMITTED BY LOCAL WORKFORCE
34 INVESTMENT BOARDS AND RECOMMEND TO THE DEPARTMENT THE DISTRIBUTION
35 OF GRANTS TO LOCAL WORKFORCE INVESTMENT BOARDS UNDER THE STEP
36 PROGRAM;

1 (2) INCLUDE IN THE EVALUATION OF THE APPLICATIONS,
2 CONSIDERATION OF THE FOLLOWING FACTORS:

3 (I) THE EXISTENCE OF A LARGE PERCENTAGE OF INDIVIDUALS IN
4 THE GEOGRAPHIC AREA OF THE LOCAL WORKFORCE INVESTMENT BOARD THAT ARE
5 RECEIVING PUBLIC ASSISTANCE OR RECEIVED PUBLIC ASSISTANCE WITHIN THE
6 PRIOR 12 MONTHS;

7 (II) THE LEVEL OF EXISTING LOCAL WORKFORCE INVESTMENT
8 BOARD TRAINING PARTNERSHIPS WITH EMPLOYERS; ~~AND~~

9 (III) THE ABILITY OF THE LOCAL WORKFORCE INVESTMENT BOARD
10 TO MEET THE REQUIREMENTS OF § 18-405 OF THIS SUBTITLE; AND

11 (IV) WHERE APPLICABLE, THE EXTENT TO WHICH TWO OR MORE
12 LOCAL WORKFORCE INVESTMENT BOARDS WORK TOGETHER TO OVERCOME ANY
13 SPATIAL MISMATCH OR OTHER SIGNIFICANT BARRIERS THAT MAY EXIST BETWEEN
14 EMPLOYERS AND EMPLOYEES WITHIN A LOCAL OR REGIONAL JOB MARKET; AND

15 (3) ADOPT OBJECTIVE PERFORMANCE EVALUATION STANDARDS THAT
16 MEASURE THE EFFECTIVENESS OF THE STEP PROGRAM AND INCLUDE:

17 (I) AN EVALUATION OF THE DIFFERENCE IN THE TYPE OF JOB AND
18 INCREASES IN WAGES AND BENEFITS OF AN INDIVIDUAL WITHIN 6 MONTHS OF
19 COMPLETION OF SKILLS-BASED TRAINING; AND

20 (II) THE MONITORING OF THE JOB ADVANCEMENT, WAGES, AND
21 BENEFIT LEVELS OF AN ELIGIBLE INDIVIDUAL WHO HAS COMPLETED SKILLS-BASED
22 TRAINING FOR A PERIOD OF 2 YEARS AFTER THE TRAINING IS COMPLETED.

23 (D) THE BOARD MAY ADOPT REGULATIONS AND GUIDELINES TO IMPLEMENT
24 THE PROVISIONS OF THIS SUBTITLE.

25 18-405.

26 (A) AFTER RECEIVING THE FINAL RECOMMENDATIONS FROM THE BOARD,
27 THE DEPARTMENT SHALL DISTRIBUTE AND ADMINISTER THE STEP PROGRAM GRANT
28 FUNDS TO THE LOCAL WORKFORCE INVESTMENT BOARDS IN A MANNER
29 CONSISTENT WITH THE RECOMMENDATIONS.

30 (B) THE DEPARTMENT SHALL:

31 (1) ESTABLISH FINANCIAL PROCEDURES AND REPORTING MECHANISMS
32 TO ENSURE THAT STEP PROGRAM FUNDS ARE BEING APPROPRIATELY USED FOR THE
33 PURPOSES OF THE STEP PROGRAM;

34 (2) ESTABLISH DATA COLLECTION PROCEDURES THAT PROVIDE FOR
35 THE COLLECTION, TRACKING, AND REPORTING TO THE BOARD OF STEP PROGRAM
36 DATA NEEDED BY THE BOARD TO COMPLETE THE REPORTING AND EVALUATION
37 REQUIREMENTS OF THE STEP PROGRAM; AND

1 (3) ASSIST IN PROVIDING TECHNICAL ASSISTANCE TO THE LOCAL
2 WORKFORCE INVESTMENT BOARDS.

3 18-406.

4 (A) A LOCAL WORKFORCE INVESTMENT BOARD THAT RECEIVES A GRANT
5 UNDER THE STEP PROGRAM SHALL:

6 (1) DEVELOP AN ASSESSMENT PROCESS TO IDENTIFY ELIGIBLE
7 INDIVIDUALS WITH EXISTING JOB SKILLS AT A LEVEL SUFFICIENT TO BENEFIT
8 FROM SKILLS-BASED TRAINING PROGRAMS;

9 (2) ENSURE THAT AN ELIGIBLE INDIVIDUAL APPLIES FOR ALL
10 AVAILABLE EDUCATION AND TRAINING SCHOLARSHIPS, GRANTS, OR PROGRAMS
11 PRIOR TO USE OF STEP PROGRAM FUNDS FOR THESE PURPOSES;

12 (3) COORDINATE WITH ALL APPLICABLE PUBLIC AND PRIVATE
13 PROGRAMS THAT PROVIDE WRAPAROUND SERVICES TO ELIGIBLE INDIVIDUALS AND
14 ASSIST ELIGIBLE INDIVIDUALS IN APPLYING FOR THESE PROGRAMS PRIOR TO USE
15 OF FUNDS FROM THE STEP PROGRAM FOR THESE PURPOSES;

16 (4) PROVIDE FOR THE CREATION OF INDIVIDUAL STEP ACCOUNTS HELD
17 BY THE LOCAL WORKFORCE INVESTMENT BOARD ON BEHALF OF AN ELIGIBLE
18 INDIVIDUAL THAT MAY BE USED BY ELIGIBLE INDIVIDUALS TO PAY FOR
19 SKILLS-BASED TRAINING AND WRAPAROUND SERVICES;

20 (5) DEVELOP AND IMPLEMENT AN OUTREACH PROGRAM TO ENSURE
21 THAT ELIGIBLE INDIVIDUALS AND EMPLOYERS OF ELIGIBLE INDIVIDUALS ARE
22 AWARE OF THE OPPORTUNITIES PROVIDED UNDER THE STEP PROGRAM THAT MAY
23 INCLUDE:

24 (I) A TOLL-FREE TELEPHONE HOTLINE;

25 (II) DISTRIBUTION OF PRINTED MATERIALS;

26 (III) MAILINGS AND TELEPHONE CALLS TO FOOD STAMP
27 RECIPIENTS, PARENTS OF CHILDREN ENROLLED IN THE STATE CHILDREN'S HEALTH
28 PROGRAM, INDIVIDUALS THAT RECEIVE FEDERAL AND STATE EARNED INCOME TAX
29 CREDITS, AND FORMER RECIPIENTS OF PUBLIC ASSISTANCE; ~~AND~~

30 (IV) OUTREACH AND EDUCATION OF PUBLIC ENTITIES AND
31 COMMUNITY-BASED ORGANIZATIONS;

32 (V) COORDINATION OF OUTREACH AND MARKETING EFFORTS
33 AMONG LOCAL WORKFORCE INVESTMENT BOARDS THAT RECEIVE STEP PROGRAM
34 GRANTS; AND

35 (VI) AN INTERNET WEBSITE WITH INTERNET LINKS BETWEEN THE
36 WEBSITES OF THE DEPARTMENT, THE BOARD, THE DEPARTMENT OF HUMAN
37 RESOURCES, THE DEPARTMENT OF BUSINESS AND ECONOMIC DEVELOPMENT, THE

1 MARYLAND HIGHER EDUCATION COMMISSION, AND OTHER APPROPRIATE
2 EDUCATIONAL INSTITUTIONS, TRAINING PROGRAMS, AND BUSINESS ASSOCIATIONS;

3 (6) ASSIST ELIGIBLE INDIVIDUALS WHO HAVE COMPLETED
4 SKILLS-BASED TRAINING IN OBTAINING EMPLOYMENT WITH INCREASED WAGES
5 AND BENEFITS;

6 ~~(7) DEVELOP AND IMPLEMENT EMPLOYER-BASED TRAINING PROGRAMS~~
7 ~~CONSISTENT WITH SUBSECTION (B) OF THIS SECTION;~~

8 ~~(8) (7) COLLECT DATA AND REPORT TO THE BOARD BY OCTOBER 31 OF~~
9 DEPARTMENT EACH YEAR ON:

10 (I) THE NUMBER OF ELIGIBLE INDIVIDUALS WHO SUCCESSFULLY
11 COMPLETE SKILLS-BASED TRAINING;

12 (II) THE NUMBER OF ELIGIBLE INDIVIDUALS WHO OBTAIN
13 ADVANCED EMPLOYMENT ON COMPLETION OF SKILLS-BASED TRAINING AND ANY
14 CHANGE IN WAGES AND BENEFITS RECEIVED; ~~AND~~

15 (III) THE NUMBER OF EMPLOYERS AND ELIGIBLE INDIVIDUALS
16 PARTICIPATING IN EMPLOYER-BASED TRAINING PROGRAMS; AND

17 (IV) THE NUMBER OF LOCAL WORKFORCE INVESTMENT BOARDS
18 WORKING TOGETHER TO ADDRESS SPATIAL MISMATCH AND THE NUMBER OF
19 EMPLOYERS AND ELIGIBLE INDIVIDUALS AFFECTED; AND

20 ~~(9) (8) COMPLY WITH THE STEP PROGRAM PERFORMANCE~~
21 ~~EVALUATION REQUIREMENTS ADOPTED BY THE BOARD UNDER § 18-404 OF THIS~~
22 ~~SUBTITLE.~~

23 (B) (1) IN ADDITION TO SKILLS-BASED TRAINING AND WRAPAROUND
24 SERVICES PROVIDED DIRECTLY TO ELIGIBLE INDIVIDUALS UNDER SUBSECTION (A)
25 OF THIS SECTION, A LOCAL WORKFORCE INVESTMENT BOARD THAT RECEIVES A
26 STEP PROGRAM GRANT SHALL WORK IN COORDINATION WITH LOCAL EMPLOYERS TO
27 IDENTIFY AND DEVELOP APPROVED EMPLOYER-BASED TRAINING PROGRAMS
28 CONSISTENT WITH PROVISIONS OF THIS SUBSECTION.

29 (2) APPROVED EMPLOYER-BASED TRAINING PROGRAMS:

30 (I) SHALL BE FUNDED WITH A MINIMUM CONTRIBUTION BY THE
31 EMPLOYER OF AT LEAST 50% IN MATCHING FUNDS;

32 (II) MAY BE PERMITTED TO RANGE FROM SHORT-TERM TRAINING
33 IN SPECIFIC SKILLS TO POSTSECONDARY EDUCATION CLASSES OVER A LONGER
34 PERIOD OF TIME;

35 (III) MAY NOT BE APPLIED TO TRAINING THAT WILL RESULT IN THE
36 ELIGIBLE INDIVIDUAL REMAINING IN OR MOVING TO A JOB WITH AN EMPLOYER

1 THAT IS AT A MINIMUM WAGE SALARY LEVEL ~~OR~~ AND THAT DOES NOT INCLUDE
2 HEALTH CARE OR OTHER BENEFITS;

3 (IV) MAY BE PROVIDED IN CONJUNCTION WITH OTHER EMPLOYERS
4 TO ADDRESS COMMON WORKFORCE NEEDS; AND

5 (V) SHALL INCLUDE AGREED UPON PROCESSES TO FOLLOW UP
6 WITH EMPLOYERS AND EVALUATE THE SUCCESS OF THE TRAINING AND WHETHER
7 IT MEETS THE GOALS OF THE STEP PROGRAM.

8 18-407.

9 (A) BY JANUARY 1 ~~OF EACH YEAR, 2003 AND EACH YEAR THEREAFTER~~, THE
10 BOARD SHALL SUBMIT A REPORT TO THE GOVERNOR AND THE GENERAL ASSEMBLY,
11 IN ACCORDANCE WITH § 2-1246 OF THE STATE GOVERNMENT ARTICLE, ON THE
12 IMPLEMENTATION OF THIS SUBTITLE.

13 (B) IN ADDITION TO ANY OTHER INFORMATION DETERMINED BY THE BOARD,
14 USING THE DATA COLLECTED AND PROVIDED BY THE DEPARTMENT, THE REPORT
15 SHALL:

16 (1) SPECIFY THE NUMBER OF ELIGIBLE INDIVIDUALS THAT:

17 (I) HAVE APPLIED FOR TRAINING AND SERVICES TO BE FUNDED
18 BY THE STEP PROGRAM IN THE PRIOR CALENDAR YEAR;

19 (II) ARE PURSUING SKILLS-BASED TRAINING AND THE EXTENT TO
20 WHICH THESE INDIVIDUALS ARE SUCCEEDING IN THE TRAINING;

21 (III) HAVE SUCCESSFULLY COMPLETED SKILLS-BASED TRAINING;

22 (IV) ARE RECEIVING WRAPAROUND SERVICES FUNDED BY THE
23 STEP PROGRAM AND THE TYPE OF SERVICES FUNDED;

24 (V) HAVE OBTAINED ADVANCED EMPLOYMENT ON COMPLETION
25 OF SKILLS-BASED TRAINING AND ANY CHANGE IN WAGES OR BENEFITS RECEIVED;
26 AND

27 (VI) ARE PARTICIPATING IN EMPLOYER-BASED TRAINING
28 PROGRAMS AND THE NUMBER AND TYPES OF EMPLOYERS PARTICIPATING IN THESE
29 PROGRAMS; AND

30 (2) PROVIDE THE RESULTS OF THE PERFORMANCE EVALUATION OF THE
31 STEP PROGRAM BASED ON THE STANDARDS ESTABLISHED BY THE BOARD UNDER §
32 18-404 OF THIS SUBTITLE.

33 18-408.

34 THIS SUBTITLE MAY BE CITED AS THE "STEP PROGRAM".

1 SECTION 2. AND BE IT FURTHER ENACTED, That it is the intent of the
2 General Assembly that if a portion of the STEP Program is funded with moneys from
3 the federal Temporary Assistance to Needy Families (TANF) block grant, a local
4 workforce investment board that receives a STEP Program grant shall make best
5 efforts to direct a proportionate amount of STEP Program funds to services for
6 individuals who are current or recent recipients of TANF Program or Family
7 Investment Program services.

8 SECTION 3. AND BE IT FURTHER ENACTED, That it is the intent of the
9 General Assembly that a local workforce investment board that receives a STEP
10 Program grant shall make best efforts to ensure that STEP Program funds are
11 directed primarily toward services for low-income working parents.

12 ~~SECTION 2:~~ 4. AND BE IT FURTHER ENACTED, That this Act shall take
13 effect July 1, 2001. It shall remain effective for a period of 4 years and, at the end of
14 June 30, 2005, with no further action required by the General Assembly, this Act shall
15 be abrogated and of no further force and effect.