

Department of Legislative Services
Maryland General Assembly
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FISCAL AND POLICY NOTE
Revised

House Bill 268 (Delegate Rosenberg, *et al.*)
Appropriations and Economic Matters

Finance

Welfare to Work - Job Skills Enhancement Program - Green Jobs

This bill requires the Secretary of Budget and Management to develop and implement a plan to hire Family Investment Program (FIP) recipients, children of current or former recipients, foster youth, and obligors. The bill also establishes that current job skills enhancement programs within FIP must target job training for these individuals for employment in energy and environmental industries and construction.

The bill takes effect July 1, 2009.

Fiscal Summary

State Effect: None. The bill's requirements can be handled with existing budgeted resources.

Local Effect: None.

Small Business Effect: None.

Analysis

Bill Summary: The bill codifies a requirement for the Secretary of Budget and Management, with the assistance of the Secretary of Human Resources, to develop and implement a plan for hiring current and former FIP recipients by the principal departments within the Executive Branch of State Government. The bill expands the requirement to include children of current or former recipients, foster youth, and obligors. Each plan must include:

- the units that could most easily hire the individuals;
- the positions most suitable for the individuals;
- a proposal for recruiting eligible individuals;
- job retention strategies; and
- a target number of individuals to be recruited.

The bill specifies that “children of current or former recipients” means minors who are at least 14 years old and reside with current or former recipients of benefits. A “former recipient” is an individual who received benefits under FIP in the past five years.

A “foster youth” means an individual who:

- is an adult in out-of-home care under the responsibility of the State; or
- is an adult under the age of 25 years and was in out-of-home care under the responsibility of the State on the individual’s eighteenth birthday.

An obligor is an individual who is required to pay support under a court order.

The Secretary of Budget and Management must consult with the Secretary of Human Resources and submit an annual report by November 1 of each year to the Senate Finance Committee and the House Appropriations Committee on the number of individuals hired and retained by the principal departments within the Executive Branch. A report must be submitted on or before January 1, 2010, on the development of the hiring plan for current and former recipients.

The bill requires the Secretary of Human Resources to cooperate with local departments of social services (LDSS) to expand current job skills enhancement programs to target job training for former and current recipients, children of current or former recipients, foster youth, and obligors for employment in energy and environmental industries and construction, including:

- the energy-efficient building, construction, and retrofits industries;
- the renewable electric power industry;
- the energy efficient and advanced drive train vehicle industry;
- the biofuels industry;
- the deconstruction and materials use industries;
- the energy assessment industry serving the residential, commercial, or industrial sector;

- the manufacturing industry that produces sustainable products using environmentally sustainable processes and materials;
- the brownfields remediation industry;
- the state of the art septic upgrades and sewage treatment industry;
- environmental restoration, including stream restoration, reforestation, invasive removal, and acid mine drainage;
- state of the art storm water installation and retrofits;
- agriculture conservation practices;
- the green roof industry and green roof maintenance industry; and
- sustainable landscaping.

The Secretary of Human Resources must attempt to access funds available to the State under the American Recovery and Reinvestment Act and any other funds designed to reduce energy use and global warming emissions, for job training in the above-listed industries.

The Secretary of Human Resources must submit a report to the Senate Finance Committee, the House Appropriations Committee, and the Joint Committee on Welfare Reform by September 1, 2009, on the department's plans to:

- increase participation of current and former FIP recipients, children of existing or former recipients, foster youth, and obligors in the job skills enhancement program;
- make current former FIP recipients, children of current or former recipients, foster youth, and obligors aware of the options for receiving job training through the job skills enhancement program for employment in energy efficiency and renewable energy industries; and
- access funds available to the State under the American Recovery and Reinvestment Act and any other available funds to reduce energy use and global warming emissions for job training under the job skills enhancement program.

The Secretary of Human Resources must also report, in consultation with the Department of Labor, Licensing, and Regulation, the Department of Housing and Community Development, the Governor's Workforce Investment Board, the Maryland Energy Administration, public utility companies, and subcontractors of public utility companies on the hiring plans of the public utility companies and the subcontractors of the public utility companies for staffing the energy efficiency and conservation programs of the public utility companies and the subcontractors of the public utility companies.

Current Law: Uncodified language in Chapter 486 of 1999 required the Secretary of Budget and Management, with assistance provided by the Secretary of Human Resources, to develop and implement a plan for hiring welfare recipients by the principal departments within the Executive Branch of State Government.

The Board of Public Works in consultation with DHR is required to designate the types of procurement contracts that are appropriate for the execution of a hiring agreement to identify and hire FIP recipients to fill job openings each year. Each year, DHR and any local department that have entered into hiring agreements must submit a report on: (1) the number of hiring agreements executed; (2) the number of FIP recipients hired by an entity with which a hiring agreement was executed; and (3) the effectiveness of each hiring agreement in obtaining employment for FIP recipients.

The Secretary of Human Resources and each local director of social services must develop and implement local government hiring plans under which local governments may hire recipients. The Secretary of Human Resources must cooperate with local directors to establish a job skills enhancement program to provide newly employed current and former recipients with specified training. The job skills enhancement program must target unskilled and semiskilled former and current recipients who are newly employed in entry-level positions that have limited potential for advancement beyond entry-level.

Background: DHR anticipates that training opportunities for jobs in “green” industries as well as for environmentally related jobs in traditional industrial and commercial employers will attract new participants to the current job skills enhancement program. DHR conservatively estimates that 50 training slots in existing job skills locations should be available in fiscal 2010.

State Fiscal Effect: The Department of Budget and Management (DBM) indicates that a part-time Human Resources Analyst at a cost of \$14,450 in the first year and \$20,000 on an annualized basis is needed to identify and target FIP recipients for employment in energy and environmental sectors.

Although DBM advises they will require additional personnel to implement the bill’s provisions, Legislative Services advises that it can handle the bill’s requirements with existing budgeted resources, as the bill expands the types of jobs that are targeted for current job training programs. DHR indicates it can handle the bill’s requirements using existing resources. The agencies can also handle the reporting requirements under the bill using existing resources.

Additional Information

Prior Introductions: None.

Cross File: SB 992 (Senator Kelley) - Finance.

Information Source(s): Department of Budget and Management; Department of Human Resources; Maryland Department of the Environment; Department of General Services; Department of Housing and Community Development; Department of Labor, Licensing, and Regulation; Maryland Energy Administration; Department of Legislative Services

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