

SUMMARY SHEET

**CONCERNING THE CREATION OF EMPLOYMENT SUPPORT AND JOB
RETENTION SERVICES PROGRAM WITHIN THE DIVISION OF EMPLOYMENT AND
TRAINING IN THE DEPARTMENT OF LABOR AND EMPLOYMENT**

Representatives: **Coleman**

Senators: **Fields, Priola**

Purpose

The bill creates the employment support and job retention services program within the division of employment and training in the department of labor and employment to provide emergency employment support and job retention services to eligible individuals in the state. The bill requires the director of the division to contract with an entity to administer the program to provide reimbursement for employment support and job retention services provided to eligible individuals statewide. In order to be eligible for services for which a service provider may be reimbursed under the program, an individual must be 16 years of age or older, be eligible to work in the United States, have a household income that is at or below the federal poverty line, and be underemployed or unemployed and actively involved in employment preparation, job training, employment pursuit, or job retention activities. The director is required to establish procedures and guidelines to implement and set parameters for the operation of the program.

Background

The availability of supportive services for employment goals – such as emergency child care, work equipment or legal assistance – is critical for those with barriers to employment to successfully pursue an employment or training opportunity. A 2017 report authored by the Institute for Women’s Policy Research found that each supportive service provided increased a participant’s probability of completing a job training activity by 11 percentage points.

A needs assessment encompassing 63 of Colorado’s 64 counties revealed the need for emergency supportive service funds to support job-seekers’ employment goals. No large scale program for this purpose exists in Colorado, leaving many Coloradans without the resources they need to participate in the state’s growing economy.

Bill Action

1. Create a three-year pilot program in the Colorado Department of Labor and Employment’s Division of Employment and Training for an emergency supportive services fund that community based organizations (CBOs) and public agencies (PAs) can draw from to serve their participants with barriers to employment.

2. Target those who are working on an employment goal (training, job preparation and search, job retention) with an income under 100% of federal poverty level –e.g. \$12,140 per year for a single person, \$20,780 per year for a family of three.
3. Establish a reimbursement mechanism for eligible PAs and CBOs to provide funds up-front to their participants for employment related supportive services. Participant benefits are capped at \$400 per annum, per eligible job-seeker on a per need basis.

Supporting Organizations



Skills2Compete-Colorado Coalition

1/18/19

Example Scenario

Samantha has been participating in a local non-profit's employment program to learn a new skill. She has recently been offered an interview with a company in the industry she's been training for, but has no means to pay the \$60 for child care the day of the interview. Her non-profit case manager writes a company check made out to Samantha's babysitter, allowing Samantha to attend the interview. The case manager submits a reimbursement request of \$60 for child care to the non-profit administrator and the case manager's company is reimbursed in a timely manner.

