

**THE
WORK INCENTIVE DEMONSTRATION
PROGRAM**

ESD1.2:W56/2

Arizona State Library
Archives & Public Records

MAR 11 2004

THE ARIZONA DEPARTMENT OF ECONOMIC SECURITY

P R E S E N T S

T H E
WORK INCENTIVE DEMONSTRATION PROGRAM:
AN ALTERNATIVE TO WELFARE

EXECUTIVE SUMMARY

The Department of Economic Security is sponsoring an innovative pilot program entitled "The Work Incentive Demonstration Program" in an effort to reduce Arizona welfare costs by placing welfare recipients into unsubsidized employment. The WIDP has 5 major components:

- 1) Vocational and Academic Assessment
- 2) Job Motivation and Positive Work Habits
- 3) Marketable Skills Training
- 4) Job Development & Placement
- 5) Supportive Services

The federal Department of Health and Human Services funds this program in Arizona and mandates financial sanctions for able-bodied welfare recipients who refuse to participate in the program.

G O A L:

To reduce government expenditures for public assistance by TRAINING AND PLACING into UNSUBSIDIZED EMPLOYMENT those persons who receive Aid to Families with Dependent Children welfare benefits.

- 4,000 persons placed into employment
per year for 3 years = 12,000 persons
off welfare
- Results in \$20,556,000 welfare grant
savings over 3 years.

WHY?

- The Work Incentive Demonstration Program was one of Governor Babbitt's four major priorities for 1982-83 and also is in keeping with the President's concept of New Federalism which focuses on solving problems at the local level.
- Enables welfare recipients to become self-supporting and fosters a sense of personal pride and dignity.
- Demonstrates the ability of state government and the private sector to jointly resolve problems affecting Arizona citizens.

C L I E N T P R O F I L E

18,000 adults receiving Aid to Families with Dependent children (AFDC) in Arizona

\$65.58 average monthly AFDC payment per adult recipient

95% of recipients are female heads of household

78% are between the ages of 21-44

42% have at least a high school education

40% are Caucasian

PROGRAM COMPONENTS:

I. VOCATIONAL AND ACADEMIC ASSESSMENT

- Determine individual's capabilities, skills and interests
- Establish and clarify career/occupational goals
- Assess academic level achieved
- Develop Individual Employability Plan

II. JOB MOTIVATION AND POSITIVE WORK HABITS

- Orientation to positive work ethic
- Develop motivation and "I can do it" attitude
- Practical aspects of getting and keeping a job:
appearance, attendance, punctuality, attitude
and employer expectations
- How to find, apply and interview for jobs

III. MARKETABLE SKILLS TRAINING

- Private Business Colleges: Lamson, Ruetten, Adelphi, Tucson Business College, etc. for clerical, secretarial, word-processing, computer skills, account clerk training

- Community Colleges: Maricopa Community College System and Pima Community College for clerical or computer-related skills courses

- Skills Centers: Maricopa County Skill Center and Pima County Skill Center for variety of skills training, including automotive, food preparation, machine trades, health-related occupations, etc.

Result:

At end of a 16-24 week training course, students are prepared for entry-level occupations in the private sector or state government.

IV. JOB DEVELOPMENT AND PLACEMENT

Private Sector Employment:

- Entry-level positions with high turnover
- Federal Targeted Jobs Tax Credit
- Goal of 1,000 Job Placements in 1982-83

State Government Employment:

- 30 entry-level job classifications
- Minimum qualifications required
- Goal of 1,000 Job Placements in 1982-83

Coordination with other Job Training and Placement agencies such as CETA and DES Job Service:

- Self-help Job Search
- Training for specific occupations
- Direct job placement by agencies
- Goal of 2,000 Job Placements in 1982-83

SUPPORTIVE SERVICES AVAILABLE TO CLIENTS:

- Day care for children of participants in licensed day care centers or family day care homes

- Social services for participants to resolve personal problems preventing employment

- 30- and 90-day follow-up services to participants after they are job-placed to assist in securing additional training, if necessary, and to help maintain employment

HARD-TO-PLACE CLIENTS

Specialized Vocational Rehabilitation Services are available to disabled WIDP participants who have multiple barriers to employment:

- Vocational and Medical/Psychological Assessments
- Psychological Counseling Services
- Medical Restorative Services such as artificial limbs, corrective surgery, etc.
- Rehabilitation Engineering Services such as job site modification, equipment adaptation and accessibility studies
- Transportation costs for training
- Job Development and Placement
- Assists employers in meeting Affirmative Action Goals per Section 503 and 504.

ADVANTAGES OF THE WIDP TO EMPLOYERS:

- Well-trained pool of available job applicants

- Federal Targeted Jobs Tax Credit amounting to 50% of the first \$6,000 in wages paid during the first year of employment and 25% of the first \$6,000 in wages paid during the second year of employment.

- For more information on the TJTC, call toll-free:
1-800-352-5539
or
255-3566

S U M M A R Y

Arizona's Work Incentive Demonstration Program is a unique government/private sector initiative to train and place into jobs those individuals who receive Aid to Families with Dependent Children welfare benefits.

A wide variety of secretarial, computer, medical, automotive and other training is provided through community schools to prepare WIDP participants for jobs with the business community and state government.

Critical support services are available to WIDP participants to ensure a smooth transition into employment. Once employed, follow-up services are provided to maintain employment.

Employers also benefit from hiring WIDP participants by claiming Targeted Jobs Tax Credit.

DES believes one answer to ever-increasing welfare budgets can be found in reducing welfare costs through employment of AFDC recipients. Over the next three years, DES anticipates placing 4,000 persons per year into employment. In three years this reduction of welfare grants will amount to \$20,556,000 for the State of Arizona. This amount represents a savings to the American taxpayer as well as an investment in human potential.

PRIVATE BUSINESS INFORMATION FORM

NAME OF COMPANY: _____

ADDRESS: _____

CONTACT PERSON: _____

TELEPHONE NUMBER: _____

Type of Entry-Level (or above) Position Anticipated	Skills Level Required For Position (Attach Job Description, if possible)	Position Available Currently?	
		Yes	No
1.			
2.			
3.			
4.			

Return to: Mr. Tom Cooper or Ms. Jeanne Landdeck
 Department of Economic Security
 1300 W. Washington, site code 735A
 Phoenix, AZ. 85007