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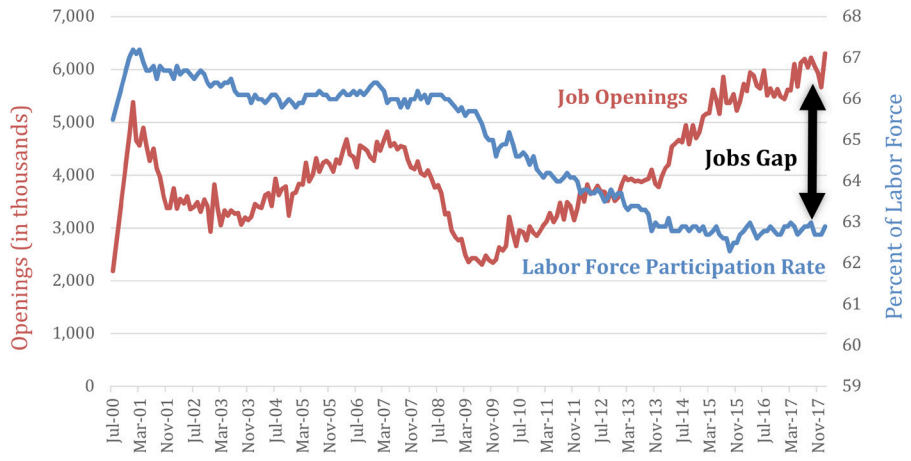
The "jobs gap" is the difference between employers' demand for workers, shown as job openings, and the declining number of individuals in the workforce, shown as the labor force participation rate. The space in the middle separating those two lines the jobs gap.

The "Jobs Gap"
Labor Force Participation Rate and Total Job Openings
2000 - 2018



OUR BILL:

Jobs and Opportunity with Benefits and Services (JOBS) for Success Act HR 5861

Our new tax code is creating demand for workers all across the country. With a booming economy that has more jobs than workers, now is the perfect time for those stuck on the sidelines to find work and pull themselves out of poverty.

All Americans deserve a chance to accomplish their hopes and dreams – but one key welfare program, the *Temporary Assistance for Needy Families (TANF),* isn't getting the job done. Many on the program are not being engaged in work or work preparation and dollars intended for the purpose are being spent elsewhere.

That's why Republicans have introduced the *JOBS for Success Act* and renamed the program to ensure the focus is clearly on families preparing, finding, and keeping jobs. Here are three key reforms included in the *JOBS for Success Act* that'll help more families move from poverty to prosperity.

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OUR BILL:
PUTS THE FOCUS BACK ON WORK

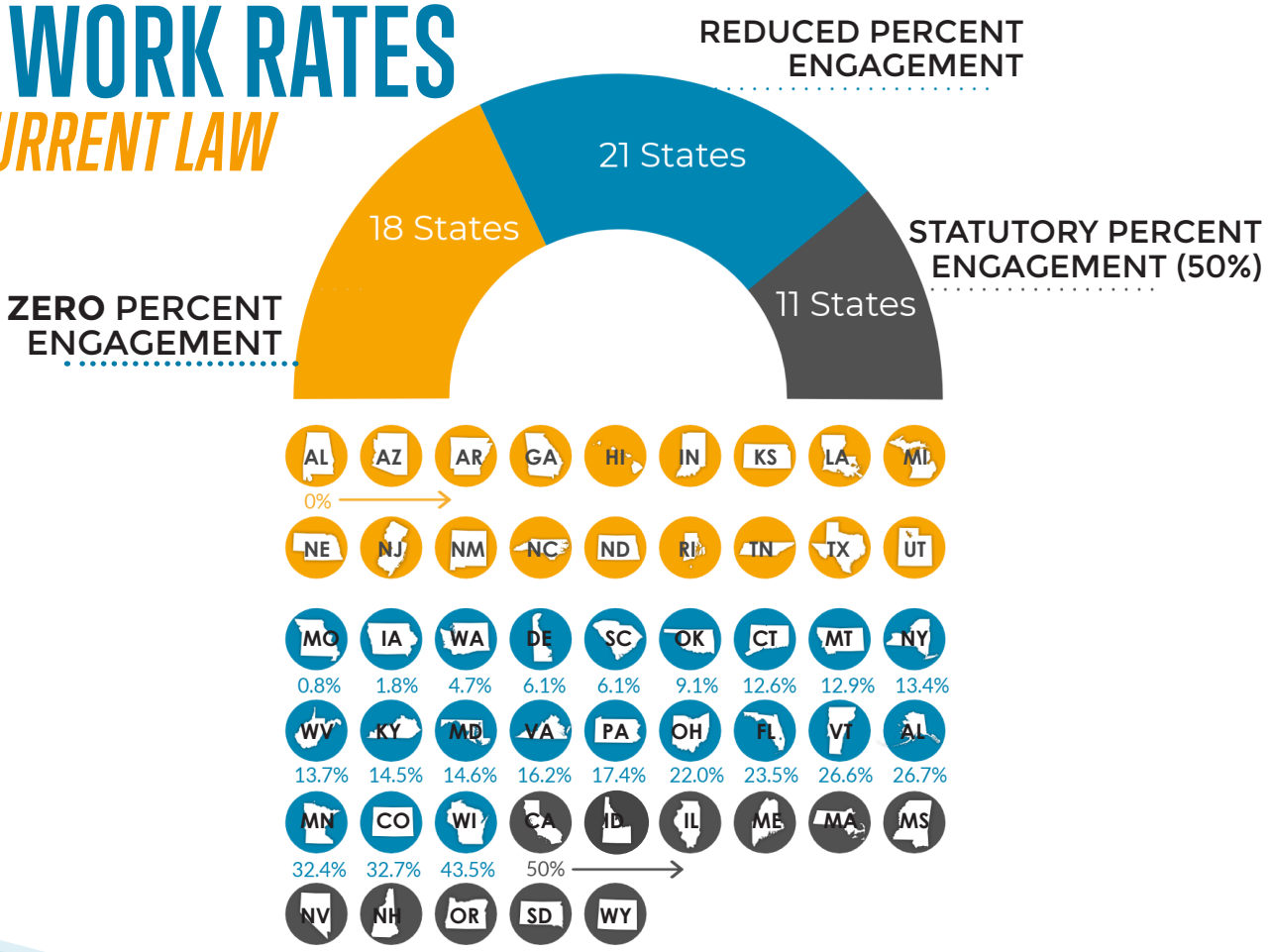
The focus on work has been lost, and states have become very complacent with not engaging families on the program. In fact, 18 states have an effective work participation rate of zero – meaning they are not expected to engage any families in work or work preparation. Only 11 states are expected to engage half of all TANF eligible families, which is the participation requirement under the current law.

The *JOBS for Success Act* fixes this by ensuring universal engagement of all families on the caseload in work or work preparation activities – restoring the bipartisan promise of work in the 1996 welfare reforms.

The *JOBS for Success Act* allows states to fund important work-related activities, including on-the-job training and apprenticeships. It's important for those out of work to have all means available to help them find a job and grow their careers.

The *JOBS for Success Act* means there are no "lost causes" or families that are "too difficult" to engage. Case management services will be used to provide a tailored plan to guide each family on their path to entering and remaining in the workforce. No family will be left behind.

STATE WORK RATES
UNDER CURRENT LAW



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OUR BILL:
SUPPORTS WORKING FAMILIES

Today, less than half the total program dollars go toward supporting work. Instead federal funds have been used to plug state budget holes and divert state spending to other purposes, many well-meaning, but not focused on the program's purpose of work.

The *JOBS for Success Act* helps families under 200% of poverty by requiring states to spend a minimum level of funding on transportation and other work support services to help more of them prepare and keep employment.

The *JOBS for Success Act* also recognizes the strain child care places on working families and significantly increases the amount of federal funds available to support child care to more than $16.6 billion annually, better allocating existing funds and allowing up to half of a State's annual allocation to be used for child care. In total, these increases give states the flexibility to add another $5 billion to support child care for low-income working families.

The following graph shows the current funding available for Child Care under the Temporary Assistance for Needy Families (TANF) program compared to what funding would look like under the JOBS for Success Act:

FEDERAL FUNDING FOR CHILD CARE			
	FY17	**FY18 Current Law**	**FY19 with JOBS**
Mandatory	$2.9B	$2.9B	$3.5B
Discretionary	$2.4B	$4.8B	$4.8B
TANF	$2.7B	$2.7B	$8.3B
Total	**$8.0B**	**$10.4B**	**$16.6B**
Number of children served	*1.4 million*	*1.4 million*	*2.2-2.4 million*

**Applied December 2017 estimates: https://www.acf.hhs.gov/occ/resource/fy-2016-preliminary-data-table-1.*
***Applied FY 2017 and FY 2018 costs per child.*

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OUR BILL:

HOLDS STATES ACCOUNTABLE FOR WORK

Currently, there is not accountability for the desired outcome of sustained, unsubsidized employment. The current measures are for process, e.g. counting hours and taking attendance.

The *JOBS for Success Act* strengthens accountability by measuring real results and holding states accountable for those results. States will be measured on the caseload that gets and keeps a job, their earnings, and for young adults, high school or GED completion.

The *JOBS for Success Act* also will improve transparency by creating a dashboard to track state progress on achieving these results. It will also include the percent of the caseload that is not engaged, those that are child-only cases with no time limit and no work requirement, and adherence to federal and state policy in the form of an error rate.

The *JOBS for Success Act* will improve transparency on how State's spend federal funds by creating a dashboard, like the one below, to track how many parents find and keep a job.

JOBS PERFORMANCE DASHBOARD

State 1 — B

JOBS Outcome Measures

Exceeds	1.	Employment in the 2nd quarter after exit
Exceeds	2.	Employment in the 2nd and 4th quarter after exit
Fails	3.	Earnings in the 2nd quarter after exit
Meets	4.	High School Completion

10	% of Caseload with Zero Hours
30	% of Child-Only Cases (no work requirement or time limits)
5	% Error Rate (improper payments)

State 2 — C

JOBS Outcome Measures

Meets	1.	Employment in the 2nd quarter after exit
Meets	2.	Employment in the 2nd and 4th quarter after exit
Fails	3.	Earnings in the 2nd quarter after exit
Exceeds	4.	High School Completion

20	% of Caseload with Zero Hours
40	% of Child-Only Cases (no work requirement or time limits)
8	% Error Rate (improper payments)

State 3 — F

JOBS Outcome Measures

Fails	1.	Employment in the 2nd quarter after exit
Fails	2.	Employment in the 2nd and 4th quarter after exit
Fails	3.	Earnings in the 2nd quarter after exit
Fails	4.	High School Completion

60	% of Caseload with Zero Hours
75	% of Child-Only Cases (no work requirement or time limits)
15	% Error Rate (improper payments)

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OUR BILL:
COMPARED TO THE CURRENT LAW

CURRENT LAW	The *JOBS for Success Act*
Expects individuals to participate in work activities 30 hours a week.	No change.
Requires states to sanction individuals that don't meet the work requirement by reducing up to the full benefit amount.	No change.
Has no federal income eligibility limit for families or limit on use of funds, except to meet a TANF purpose.	Funds can only be used for families under 200% of poverty and 25% of funds must be spent on core work activities.
Requires 50% Work Participation Rate, but allows for reductions using "credits" (18 states have a 0% rate).	Requires universal engagement of 100% of work-eligible individuals with case management.
Allows the option of individual plans.	Requires a personal responsibility agreement and individual opportunity plan with goals for achieving self-sufficiency through employment, reviewed at least every 90 days.
Measures participation and attendance in work activities.	Measures the outcomes of getting and keeping a job.
Penalizes states by withholding federal funds.	No change.
Requires reporting on spending categories and sample data on the caseload.	Requires full population data and reporting on work eligible individuals with zero hours of activities, and child-only cases.
Does not mention poverty.	Makes poverty reduction through employment a primary purpose of the program.
Provides for a Contingency Fund that currently all states qualify for but only a few receive.	Allows states to hold 15% for economic downturns and increases funding for child care by $600 million.
Does not allow improper payment reviews.	Requires case file reviews to measure improper payments.