

~~(B) THE SECRETARY SHALL DESIGN THE PERFORMANCE INCENTIVE PROGRAM REQUIRED UNDER SUBSECTION (A) OF THIS SECTION IN A MANNER THAT ALLOWS EACH LOCAL DEPARTMENT TO PROVIDE PAY INCENTIVES TO EMPLOYEES FOR SUPERIOR PERFORMANCE IN ASSISTING FIP RECIPIENTS IN OBTAINING PERMANENT UNSUBSIDIZED EMPLOYMENT.~~

~~(C) PAY INCENTIVES PROVIDED TO EMPLOYEES OF A LOCAL DEPARTMENT UNDER THIS SECTION SHALL BE PAID FROM THE SAVINGS TO THE FIP ACHIEVED BY THAT LOCAL DEPARTMENT DURING THE CURRENT FISCAL YEAR FROM CASELOAD REDUCTIONS OR OTHER REDUCTIONS IN THE TOTAL AMOUNT OF TEMPORARY CASH ASSISTANCE BENEFITS PAID TO RECIPIENTS COMPARED TO THE TOTAL AMOUNT OF TEMPORARY CASH ASSISTANCE BENEFITS BUDGETED.~~

~~(D) IF FUNDS ARE NOT AVAILABLE TO PROVIDE THE PAY INCENTIVES FROM THE SAVINGS ACHIEVED BY THE LOCAL DEPARTMENT, PAY INCENTIVES MAY NOT BE PROVIDED UNDER SUBSECTION (C) OF THIS SECTION.~~

53A.

(A) THE SECRETARY, IN COOPERATION WITH THE DIRECTORS OF LOCAL DEPARTMENTS OF SOCIAL SERVICES, SHALL ESTABLISH A JOB SKILLS ENHANCEMENT PILOT PROGRAM IN AT LEAST THREE COUNTIES, ONE OF WHICH SHALL BE LOCATED IN WESTERN MARYLAND, SOUTHERN MARYLAND, OR THE EASTERN SHORE, TO PROVIDE NEWLY EMPLOYED CURRENT AND FORMER FIP RECIPIENTS WITH TRAINING IN ORDER FOR THEM TO:

- (1) ENHANCE THEIR EXISTING JOB-RELATED SKILLS;
- (2) GAIN ADDITIONAL OR ALTERNATIVE JOB SKILLS; OR
- (3) LEARN INTERPERSONAL, COMMUNICATION, AND OTHER RELATED

SKILLS.

(B) THE JOB SKILLS ENHANCEMENT PROGRAM SHALL TARGET UNSKILLED AND SEMISKILLED FORMER AND CURRENT FIP RECIPIENTS WHO ARE NEWLY EMPLOYED IN ENTRY-LEVEL POSITIONS THAT HAVE LIMITED POTENTIAL FOR ADVANCEMENT BEYOND ENTRY LEVEL.

(C) (1) PARTICIPATION IN THE JOB SKILLS ENHANCEMENT PROGRAM SHALL BE VOLUNTARY.

(2) INDIVIDUALS PARTICIPATING IN THE JOB SKILLS ENHANCEMENT PROGRAM SHALL SIGN A TRAINING AGREEMENT WITH THE LOCAL DEPARTMENT.

(D) TO BE ELIGIBLE TO PARTICIPATE IN THE JOB SKILLS ENHANCEMENT PROGRAM, AN INDIVIDUAL SHALL:

(1) HAVE BEEN A FIP RECIPIENT WITHIN THE PREVIOUS 18 MONTHS OF THE DATE THE INDIVIDUAL PROPOSES TO BEGIN PARTICIPATION IN THE JOB SKILLS ENHANCEMENT PROGRAM;