

# **Jobs and Opportunity with Benefits and Services (JOBS) for Success Act of 2025**

## **Section-by-Section**

### **Section 1: Short title.**

This Act may be cited as the “Jobs and Opportunity with Benefits and Services (JOBS) for Success Act of 2025”.

### **Section 2. Table of contents.**

### **Section 3. References.**

### **Section 4: Helping more Americans enter and remain in the workforce.**

- Reauthorizes family assistance grants at the current level for five years from fiscal year (FY) 2026 through FY 2030.
- Reauthorizes healthy marriage promotion and responsible fatherhood grants from FY 2026 through FY 2030.
- Reauthorizes tribal family assistance grants from FY 2026 through FY 2030.
- Reauthorizes grants to territories at current levels from FY 2026 through FY 2030.

### **Section 5: Expecting universal engagement and case management.**

- Replaces the current participation-based accountability measure (wherein states must meet a 50% work participation rate) with universal engagement and case management of 100% of work-eligible individuals.
- Requires all work-eligible individuals to receive an assessment of education, skills, and work readiness and comply with an individual opportunity plan in exchange for benefits, which must include:
  - Hours per month the individual is expected to participate in work activities;
  - Short, intermediate, and long-term actions for the individual to reach an employment goal, to be reviewed every 90 days for progress, which may include an intermediate goal of completion of high school for an individual younger than age 24; and
  - Referral, if appropriate, to substance abuse and/or mental health treatment.
- Provides for sanctioning of individuals that fail to comply with their plan without good cause, and requires verification of compliance with the hourly work requirement.
- Allows states flexibility in customizing work activities pursuant to an individual’s needs as determined through the assessment and described in their plan.

### **Section 6: Promoting accountability by measuring work outcomes.**

- Establishes an outcome-based performance system to hold states accountable for increasing employment and earnings of work-eligible individuals receiving TANF assistance on the path towards self-sufficiency.
- Establishes a work outcome measure equal to percent of work-eligible individuals in unsubsidized employment 6 months after exit over the average monthly number of families receiving assistance under the state program.
- Establishes four indicators of performance, to align with those used under the Workforce Innovation and Opportunity Act (WIOA, P.L. 113-128), to be negotiated on a state-by-

state basis with the Secretary of Health and Human Services (HHS) over the 2-year state plan period and as part of the state plan approval process including:

1. Percent of work-eligible individuals in unsubsidized employment in the 2nd quarter after exit (weighted at 40% of total);
  2. Percent of work-eligible individuals in unsubsidized employment in the 2nd and 4th quarter after exit (weighted at 25% of total);
  3. Median earnings of work-eligible individuals in unsubsidized employment in the 2nd quarter after exit (weighted at 25% of total); and
  4. Percent of work-eligible individuals under 24 years of age, attending high school or enrolled in an equivalency program, who obtain a high school degree or equivalent (weighted at 10% of total).
- Defines “exit” as the month in which a work-eligible recipient ceases to receive a benefit, and allows states the option to adopt common exit measures with programs under the WIOA to promote alignment with the workforce system.
  - Requires the state and Secretary, in negotiating performance levels, to take into account:
    - How levels compare with the levels established for other states;
    - Appropriate adjustments to performance levels using an objective statistical model (to be developed in consultation with the Department of Labor) based on differences in economic conditions, including unemployment rates and characteristics of participants; and
    - How levels promote continuous improvement.
  - Uses FY 2027 as the baseline year from which numerical targets will be established for each fiscal year thereafter in conjunction with submission of the state plan.
  - Requires HHS to establish a website, in collaboration with states, with state-by-state profiles and a dashboard report card that includes transparent information on:
    - Each state’s performance level on each indicator and whether the state achieves, exceeds, or fails to achieve their targets on an ongoing basis;
    - Information on adjustments to performance levels made pursuant to the statistical adjustment model;
    - A grade based on overall state performance as determined by HHS and in consultation with the state;
    - The number and percentage of child-only cases and reason why cases are child-only;
    - Average weekly number of hours each work-eligible individual is in work activities, including the number and percentage of individuals with zero hours of participation and reason for non-participation;
    - Information on the results of improper payment reviews; and
    - Link to the state’s approved plan.
  - Adds references to “apprenticeships” and “career technical education” to the current list of work activities.

#### **Section 7: Targeting funds to truly needy families.**

- Limits use of funds through grants or services to families whose monthly income is below 200% of the federal poverty level.
- Reduces limitation on use of funds for administration from 15 to 10 percent and excludes case management needed to assist individuals with development of an individual opportunity plan.

- Prohibits direct spending on child care and other early childhood programs. States that want to use funds for these purposes are to transfer funds pursuant to the increased cap and new authority below.
- Expands transfer authority and raises the cap, by allowing states to transfer up to 50% of funds to the Child Care and Development Fund and adds the Workforce Innovation and Opportunity Act (WIOA) as an allowable transfer, limited to individuals below 200% of the federal poverty line. Removes transfer authority to the Social Services Block Grant.

**Section 8: Targeting funds to core purposes.**

- Provides a set-aside of at least 25% of each state’s federal funds to be used for core activities that support work including: work supports, education and training, apprenticeships, non-recurring short-term benefits, work activities, and case management needed to assist individuals with developing an individual opportunity plan.
- Similarly, provides a set-aside of at least 25% of each state’s maintenance of effort funds for core activities that support work.

**Section 9: Strengthening program integrity by measuring improper payments.**

- Applies requirements of the Improper Payments Elimination and Recovery Act of 2010 (P.L. 111-204) to the program to require states to conduct case reviews in order to identify errors and improper payments.
- Provides HHS 2 years to issue regulations governing how states are to conduct reviews and report improper payments.
- Requires HHS, within 1 year after the date of the enactment of this Act to submit a Report to Congress that contains a plan to reduce or eliminate TANF state improper payments within 10 years.

**Section 10: Prohibition on state diversion of federal funds to replace state spending.**

- Adds non-supplantation language to prohibit the diversion of federal funds to replace state spending on social services.

**Section 11: Inclusion of poverty reduction as a core purpose.**

- Adds reducing child poverty by increasing employment entry, retention, and advancement of needy parents to the four existing program purposes.

**Section 12: Strengthening accountability through HHS approval of state plans.**

- Provides HHS authority to approve state plans, which cover a 2-year period, and includes new plan requirements related to new provisions of the law including case management, universal engagement, phase-out of benefits, and performance measures and levels.
- States must provide in their plan a description of how they will engage low-income noncustodial parents that owe child support and provide these parents with access to work supports and other services to support their employment and advancement.
- Allows states the option of submitting a combined plan to HHS and the Department of Labor that meets requirements for and programs and activities under WIOA.
- Provides the Secretary of HHS with authority to reserve \$25 million to provide technical assistance to carry out state and tribal programs, including for implementation of work outcomes and maintenance of the performance dashboard.

**Section 13: Aligning and improving data reporting.**

- Requires states to report full population data in order to improve transparency and reporting in the program.
- Adds reporting requirements to capture the number of hours per month for each work-eligible individual, including reporting individuals with zero hours of participation in work activities and the reason for lack of participation.

**Section 14: Technical corrections to data exchange standards to improve program coordination.**

- Modifies existing data exchange standard requirements to account for federal-to-state and state-to-state exchanges of program information.

**Section 15: Set-aside for economic downturns.**

- Establishes a liquidation period of three years and allows up to 15% of funds to be reserved without fiscal year limitation for future use and during economic downturns.

**Section. 16: Welfare for needs not weed.**

- Adds any establishment that offers marijuana for sale as a prohibited entity for use of TANF funds on electronic benefit transfer cards.

**Section 17: Definitions related to use of funds.**

- Provides a definition of a TANF “benefit” to mean assistance or wage subsidies provided to work-eligible individuals receiving assistance.
- Adds statutory definitions of “assistance,” “work supports,” and “supportive services,” consistent with the current regulatory definition used by HHS.

**Section 18: Elimination of obsolete provisions.**

- Eliminates expired provisions including welfare-to-work grants and federal loans for state welfare programs.

**Section 19: Effective date.**

- Provides an effective date of October 1, 2026.