

## 7.3. Trial Employment Match Program (TEMP)

*This section applies to the City of Beloit and Dane, Kenosha, Marathon, Milwaukee, and Racine counties.*

TEMP is a W-2 employment position that provides subsidized work for applicants or on-going W-2 participants who are not quite ready for unsubsidized employment but can succeed in a subsidized job with some assistance from the W-2 agency. An individual working in a TEMP job earns at least minimum wage, and the W-2 agency subsidizes all or a portion of the hourly wages paid to the individual by the employer.

A TEMP job can last for a maximum of six months with an opportunity for a three-month extension (see [7.3.5.1.2](#)). A custodial parent may take part in more than one TEMP job, but may not exceed a total of 24 months of participation in TEMP (see [7.3.6](#)).

An NCP meeting eligibility for W-2 case management services (see [7.5.1](#)) may take part in only one TEMP job, provided that the NCP has not exceeded the 24-month TEMP time limit.

### 7.3.1 TEMP Participants Characteristics

~~7.3.1.1 Custodial Parent TEMP (TMP)~~

~~7.3.1.2 Noncustodial Parent TEMP (TNP)~~

~~7.3.1.3 Paired Custodial Parents and Noncustodial Parents (Dane County only)~~

Depending on the individual's parental status, the TEMP placement type is Custodial Parent TEMP (TMP) or Noncustodial Parent TEMP (TNP). TEMP participants may have some of the following characteristics:

- Capable of working and has a willing attitude;
- Requires a flexible schedule or other reasonable accommodations;
- Has basic skills and/or education;
- Lacks sufficient work skills;
- Has little or no recent work experience or a poor work history; and
- Nearing a time limit.

The W-2 agency must utilize informal assessment results to identify W-2 participants who are capable of working and may be appropriate for TEMP (see [5.2](#) for more information on Informal Assessments).

#### ~~7.3.1.1 Custodial Parent TEMP (TMP)~~

~~The TMP placement is available to unemployed Custodial Parent (CP)s in a CSJ or W-2 T placement that demonstrate that they are unable to secure unsubsidized employment. Potential candidates must be able to participate in 25 or more hours per week of work training and education and training activities.~~

#### ~~7.3.1.2 Noncustodial Parent TEMP (TNP)~~

The TNP placement is available to noncustodial parents meeting eligibility for W-2 case management services under [7.5.1.1](#).

### 7.3.1.3 Paired Custodial Parents and Noncustodial Parents (Dane County only)

The W-2 agency will pair a CP in TEMP with an NCP in TEMP or an NCP receiving a stipend with a child in common, except that one parent does not reside in the same household. This paired selection is not to be confused with W-2 two-parent households where both parents are custodial parents (see [14.2.1](#)) and only one parent can be placed in a W-2 position at any one time.

**EXAMPLE:** Maureen lives with her two-year-old daughter, Caitlin, and is participating in a CSJ. The FEP identifies Maureen as a good candidate for TMP and speaks with her about the benefits of NCP services in W-2. Maureen tells the NCP, Dorian, about W-2 services. Dorian lives with his aunt and is unemployed and unable to meet his child support obligations. He applies for W-2 and is found eligible. The FEP determines that Dorian is a good candidate for TNP.

When one parent relocates out of Dane County, the resident parent may continue in the TEMP job or continue to receive a stipend provided that at least one parent participated in TEMP at the time of relocation and as long as both the CP and the NCP continue to meet all financial and nonfinancial eligibility.

**EXAMPLE:** Maureen and Dorian are both participating in TEMP in Dane County. After three months, Dorian relocates to Washington County. Dorian's TEMP job ends because he no longer resides in Dane County, and Maureen continues working in her TEMP job.

## 7.3.5 Participation Requirements and Case Management

### 7.3.5.1 Ending TEMP Placements

#### 7.3.5.1.1 Multiple TEMP Jobs

#### 7.3.5.1.2 Placement Extensions

#### 7.3.5.1.3 Moving Between TMP and TNP Placements

The TMP or TNP placement must begin effective the first date of employment in a TEMP job. This will ensure that there are no breaks in payments if the participant was previously in a paid placement.

TEMP jobs are generally 40 hours per week. A participant may, in unique circumstances, be placed in a TEMP job that is less than 40 hours per week. For example, the individual requests to work only 30 hours per week because she is attending night school, even though she will not be paid for the hours in school. The hours an individual participating in a TEMP job is required to work are determined by the employer, the W-2 agency, and the individual, and must be stated in the employer agreement (see [7.3.3.2](#)).

The W-2 agency is expected to provide case management services that help individuals to succeed in the TEMP job. Examples of these types of services include:

- Frequent follow-up with the employer and TEMP employee, including employer site visits;
- Mediating conflicts between employers and TEMP employees;
- Identifying and facilitating referrals for work supports that will help to ensure job retention; and
- Providing information about the state and Federal Earned Income Tax Credit, Transitional FoodShare, BadgerCare, Wisconsin Shares, and any other resource that the individual and his or her family will access during the transition to full-time employment.