

a. Short-term job shadowing opportunities for students to explore career interests by observing work at a workplace or to include a series of visits to various workplaces and time spent with individual workers to observe specific jobs.

b. Structured work experiences integrating school and work-based experiences in an internship that may be an extension of a job shadowing experience.

c. Mentoring experiences providing students with a formal relationship with a worksite role model who shares career insights and teaches students specific work-related skills.

d. Career-oriented work experiences tied to school lessons through formal or informal training agreements, formal learning plans or mentoring, by workplace personnel who may be paid or unpaid, and which may earn students credit toward graduation.

e. Structured on-the-job training or apprenticeships for students who are enrolled in a technical or professional program that leads to a high school diploma, advanced certificate of mastery, or associate degree.

f. Work experiences available to students in school and community placements directly supervised by a school district or community college staff member.

3. The board may provide workers' compensation coverage by insuring, or self-insuring as provided in section 87.4, students participating in unpaid school-to-work programs. A school district's liability to students injured while participating in an unpaid school-to-work program is as provided in section 85.20.

Sec. 7. IMPLEMENTATION OF ACT. Section 25B.2, subsection 3, shall not apply to this Act.

Approved April 18, 1997

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## CHAPTER 38

### DEPARTMENT OF WORKFORCE DEVELOPMENT — UNEMPLOYMENT COMPENSATION AND OTHER MATTERS

S.F. 395

**AN ACT** relating to the department of workforce development concerning the offsetting of unemployment compensation benefits, unemployment compensation for inmates, departmental liability for the release of unemployment compensation records, the voluntary shared work program, and workforce development services employees, and providing for an effective date.

*Be It Enacted by the General Assembly of the State of Iowa:*

Section 1. Section 96.3, Code 1997, is amended by adding the following new subsection:  
**NEW SUBSECTION. 11. OVERISSUANCE OF FOOD STAMP BENEFITS.** The department shall collect any overissuance of food stamp benefits by offsetting the amount of the overissuance from the benefits payable under this chapter to the individual. This subsection shall only apply if the department is reimbursed under an agreement with the department of human services for administrative costs incurred in recouping the overissuance. The provisions of section 96.15 do not apply to this subsection.

Sec. 2. Section 96.11, subsection 6, Code 1997, is amended by adding the following new paragraph:

**NEW PARAGRAPH. h. LIABILITY FOR RELEASE OF INFORMATION.** The department

and its employees shall not be liable for any acts or omissions resulting from the release of information to any person pursuant to this subsection.

Sec. 3. Section 96.19, subsection 18, paragraph a, subparagraph (6), subparagraph subdivision (f), Code 1997, is amended by striking the subparagraph subdivision.

Sec. 4. Section 96.19, subsection 18, paragraph g, Code 1997, is amended by adding the following new subparagraph:

NEW SUBPARAGRAPH. (8) Services performed by an inmate of a correctional institution.

Sec. 5. Section 96.40, subsection 9, Code 1997, is amended by adding the following new unnumbered paragraph:

NEW UNNUMBERED PARAGRAPH. An employer may provide as part of the plan a training program the employees may attend during the hours that have been reduced. If the employer is able to show that the training program will provide a substantive increase in the workplace and employability skills of the employee so as to reduce the potential for future periods of unemployment, the department shall relieve the employer of charges for benefits paid to the individual attending training under the plan. The employee may attend the training at the work site utilizing internal resources, provided the training is outside of the normal course of employment, or in conjunction with an educational institution.

Sec. 6. 1996 Iowa Acts, chapter 1186, section 25, is amended by adding the following new unnumbered paragraph:

NEW UNNUMBERED PARAGRAPH. If approved by the community college and the department of workforce development, an employee of a community college who currently provides workforce development services under a contract with the department of workforce development which was in existence as of July 1, 1996, may become a state employee with the department subject to the requirements of this paragraph. The hiring provisions of chapter 19A and the provisions of any collective bargaining agreement made pursuant to chapter 20 shall not apply to the initial placement of a new employee into state service pursuant to this paragraph. A new state employee employed pursuant to this paragraph shall retain any vacation and sick leave hours previously accrued and their accrued years of service. However, accrued years of service shall not be used for the purpose of calculating years of service for a retirement allowance under the Iowa public employees' retirement system unless the employee was covered under the system for those years of service. A new state employee employed pursuant to this paragraph shall not suffer any loss in salary unless the salary would exceed the current allowable state salary for a position of comparable worth. Except as provided in this paragraph, a new state employee employed pursuant to this paragraph shall be entitled to benefits offered to all state employees, but shall not be entitled to benefits offered to an employee of a community college but not to a state employee. For the purposes of health benefits for a new state employee employed pursuant to this paragraph, the eleven-month preexisting condition waiting period is waived. For purposes of group health, dental, life, and long-term disability coverage for a new state employee employed pursuant to this paragraph, the thirty-day new employee waiting period is waived.

Sec. 7. EFFECTIVE DATE — REPEAL. Section 6 of this Act, amending 1996 Iowa Acts, chapter 1186, being deemed of immediate importance, takes effect upon enactment and is repealed effective July 1, 1999.

Approved April 18, 1997