

## ***WorkFirst***

### **Washington's Temporary Assistance for Needy Families (TANF) Program**

### **Work Participation Requirements**

**Presentation by:**

**Steve Ebben, Executive Assistant**

**Performance Reporting & Data Management**

*September 30, 2011*

## **Work Participation at a Glance**

### **Who Must Participate**

- All work eligible adults are required to participate full-time in work or work related activities.
- A work eligible adult is any:
  - Adult
  - Minor parent head of household
  - Non-recipient parent living with a child receiving TANF
- Exceptions to the work eligible adult designation:
  - Minor parent who is not the head of household
  - Non-citizen parent who is ineligible for TANF because of immigration status
  - Parent receiving SSI or SSDI
  - Parent providing care for a disabled family member

## Work Participation Hours

- **Single parents must participate an average of 30 hours each week**
  - **At least 20 hours must come from core activities**
  - **An additional 10 hours may come from non-core activities**
- **Both parents in a two-parent family must participate a combined average of 35 hours each week (increases to 55 hours when federal child care is provided)**
  - **At least 30 hours must come from core activities (50 hours if federal child care is provided)**
  - **An additional 5 hours may come from non-core activities**

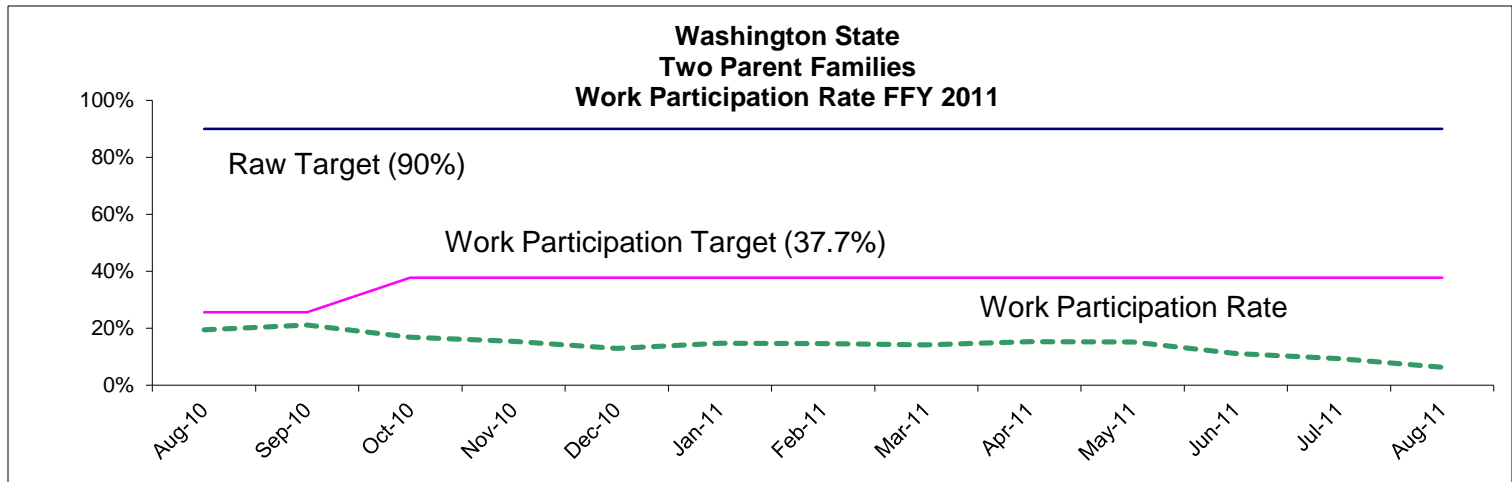
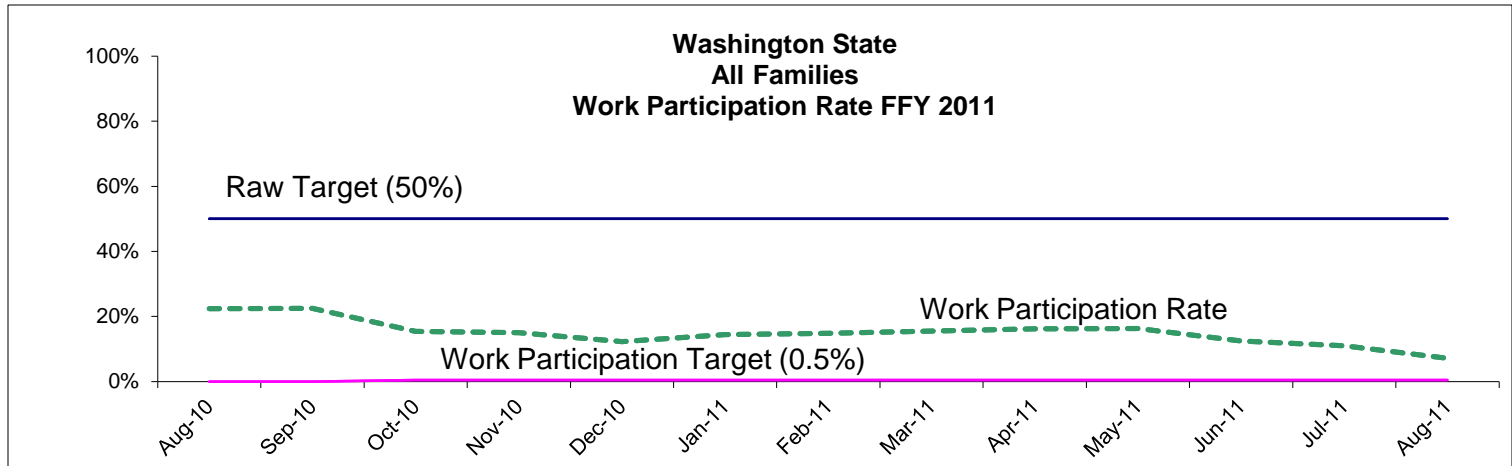
## Work Participation Activities

- **Core activities (20 hours single parents/30 or 50 hours two-parents):**
  - Unsubsidized employment
  - Subsidized private sector employment
  - Subsidized public sector employment
  - Work Experience
  - On-the-job training
  - Job search and job readiness assistance
  - Community service programs
  - Vocational educational training
  - Providing child care services to an individual who is participating in a community service program
- **Non-core activities (10 hours single parents/5 hours two-parents):**
  - Job skills training directly related to employment
  - Education directly related to employment
  - Satisfactory attendance at secondary school or GED

## Special Rules of Participation

- **Participation Disregards – the following parents are disregarded when calculating the monthly work participation rate:**
  - **Single parent caring for a child under age 1 (limited to 12 months in the parent’s lifetime)**
  - **Parents in their first 3 months of sanction**
- **Child Under Age 6 – single parents with a child under age 6 are only required to participate 20 hours per week.**
- **Vocational Education –**
  - **Can be counted for 12 months in a parent’s lifetime**
  - **Limited to 30% of a state’s monthly participation rate**
- **Minor parents who satisfactorily attend school for 20 hours per week are considered to be participating full-time**
- **Job search and job readiness activities are limited to the equivalent of 6 weeks in a 12 month period (increases to 12 weeks when the state is deemed a “needy state” by Administration for Children and Families)**

## WorkFirst Participation Rates



## Work Participation History

		All-Family Rates			
FFY 2000 Target	FFY 2000 Rate	FFY 2001 Target	FFY 2001 Rate	FFY 2002 Target	FFY 2002 Rate
1.6%	52.8%	0.9%	50.4%	7.0%	49.8%
FFY 2003 Target	FFY 2003 Rate	FFY 2004 Target	FFY 2004 Rate	FFY 2005 Target	FFY 2005 Rate
8.2%	46.2%	5.7%	35.4%	6.9%	40.2%
FFY 2006 Target	FFY 2006 Rate	FFY 2007 Target	FFY 2007 Rate	FFY 2008 Target	FFY 2008 Rate
8.8%	38.0%	11.1%	25.4%	0.0%	18.3%
FFY 2009 Target	FFY 2009 Rate	FFY 2010 Target	FFY 2010 Rate	FFY 2011 Target	FFY 2011 Rate
0.0%	23.0%	0.0%	16.6%	0.5%	13.7%

		2-Parent Rates			
FFY 2000 Target	FFY 2000 Rate	FFY 2001 Target	FFY 2001 Rate	FFY 2002 Target	FFY 2002 Rate
36.5%	57.8%	34.1%	52.7%	40.1%	50.7%
FFY 2003 Target	FFY 2003 Rate	FFY 2004 Target	FFY 2004 Rate	FFY 2005 Target	FFY 2005 Rate
41.6%	44.3%	28.3%	31.1%	26.8%	37.7%
FFY 2006 Target	FFY 2006 Rate	FFY 2007 Target	FFY 2007 Rate	FFY 2008 Target	FFY 2008 Rate
24.8%	43.2%	0.0%	25.2%	0.0%	17.2%
FFY 2009 Target	FFY 2009 Rate	FFY 2010 Target	FFY 2010 Rate	FFY 2011 Target	FFY 2011 Rate
0.0%	18.6%	25.6%	21.0%	37.7%	13.2%

*Note: Targets for FFY 2007, 2008 and 2009 were adjusted by ACF after year end.*

## Work Participation Penalties

- Failure to achieve the required all-family work participation target results in a penalty of 5% of the state's adjusted TANF award. (about \$13.4 million)
- Increases by 2% for each successive year penalty, up to a limit of 21% (9 successive years)
- Failure to achieve the required two-parent family work participation target (while making the all-family target) results in a penalty equal to the ratio of the two-parent caseload to the all-family caseload (10% or \$1.3 million)
- States may request a corrective compliance plan which outlines steps the state will take to correct the performance and thereby avoid the penalty.
- Washington entered into a corrective compliance plan for FFY 1997 and 1998 for failure to achieve the two-parent work participation target. Performance was improved and no penalty was assessed.