



Data Based Decision Making

Work Participation Rate
(WPR)

Facilitator

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Work Participation Rate (WPR)

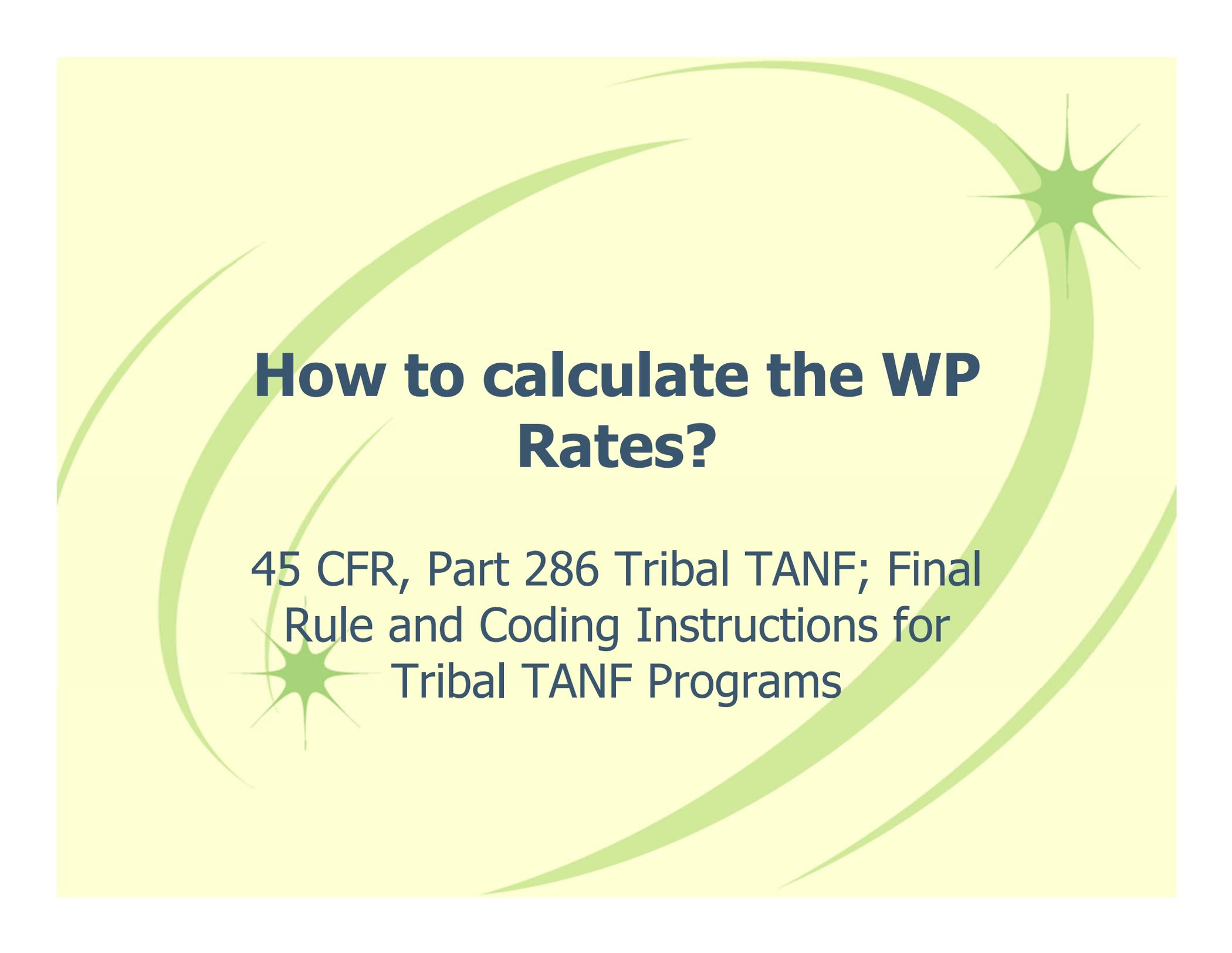
45 CFR, Part 286 Tribal TANF; Final
Rule

Section 286.80 Minimum Work Participation Requirements

“To assess a Tribe’s level of success in meeting its TANF work objectives, a tribe negotiates **minimum work participation requirements** that will apply to families the receive TANF assistance that includes an **adult or minor head of household (mHOH)** receiving such assistance.”

Minimum Work Participation Hours

- The minimum number of hours per week that adults and mHOHs will be required to do work participation.
- **What are your minimum work participation hours as stated in your tribal TFAP?**



How to calculate the WP Rates?

45 CFR, Part 286 Tribal TANF; Final Rule and Coding Instructions for Tribal TANF Programs

Calculation of the Work Participation Rate (WPR)

- Section 286.85
- The percentage of families with an **adult** or **mHOH** receiving TANF assistance who are participating in a work activity for at least the minimum number of hours

Monthly WPR

- Ratio

of families receiving TANF assistance that include and **adult/mHOH** who is **meeting work requirements**

-----Divided by-----

of families receiving TANF assistance that include an **adult/mHOH required to participate in work activities**

Example: Monthly WPR

of families receiving TANF assistance that include and **adult/mHOH** who is **meeting work requirements**

-----Divided by-----

of families receiving TANF assistance that include an **adult/mHOH required to participate in work activities**

$$\frac{15}{100} \times 100 = 15\%$$

What is not in the Denominator?

Child-only cases are always excluded from the calculation.

What is not in the Denominator?

- (i) families that were penalized for non-compliance with the work requirements in that month as long as not sanctioned for more than 3 months in the last 12 months.
- **What does this mean?**
- **What does it mean for case management?**
- **What does it mean for program decisions?**

What is not in the Denominator

(ii) Families with children under age one, if the Tribe chooses to exempt these families from participation requirements.

- **What does this mean?**
- **What does it mean for case management?**
- **What does it mean for program decisions?**



Work Participation Status

45 CFR, Part 286 Tribal TANF; Final
Rule and Coding Instructions for
Tribal TANF Programs

Disregard vs Exempt

“Disregarded” from the participation rate means the TANF family is not included in the calculation of the work participation rate.

“Exempt” means that the individual will not be penalized for failure to engage in work (i.e., good cause exception); however, the TANF family is included in the calculation of the work participation rate.



Work Participation Coding

45 CFR, Part 286 Tribal TANF; Final
Rule and Coding Instructions for
Tribal TANF Programs

WP Codes See green handout page 2

- 01= Disregarded from participation rate, single custodial parent with child under 12 months.
- 02= Disregarded from participation rate because all of the following apply: etc.....
- 03= Disregarded, family is part of an ongoing research evaluation (as a member of a control group or experimental group) approved under Section 1115 of the Social Security Act.

WP Codes See green handout page 2

- 05= Exempt for reasons specified in negotiated Tribal TANF plan.
- 06= Exempt, single custodial parent with child under age 6 and child care unavailable.
- 07= Exempt, disabled.
- 08= Exempt, caring for a severely disabled child.
- 09= Exempt, under a federally recognized good cause domestic violence waiver.
- 11= Exempt, other.

WP Codes See green handout page 2

- 12= Required to participate, but not participating; sanctioned for the reporting month; and sanctioned for more than 3 months within the preceding 12-month period.
- 13= Required to participate, but not participating; and sanctioned for the reporting month, but not sanctioned for more than 3 months within the preceding 12-month period.
- 14= Required to participate, but not participating; and not sanctioned for the reporting month.
- 15= Deemed engaged in work--single teen head-of-household or married teen who maintains satisfactory school attendance.
- 16= Deemed engaged in work--single teen head-of-household or married teen who participates in education directly related to employment for an average of at least 20 hours per week during the reporting month.
- 17= Deemed engaged in work--parent or relative (who is the only parent or caretaker relative in the family) with child under age 6 and parent engaged in work activities for at least 20 hours per week.
- 18= Required to participate and participating, but not meeting minimum participation requirements.

WP Codes See green handout page 2

19= Required to participate and meeting minimum participation requirements.

99= Not applicable (e.g., person living in household and whose income or resources are counted in determining eligibility for or amount of assistance of the family receiving assistance, but not in eligible family receiving assistance or noncustodial parent that the Tribe opted to exclude in determining participation rate).



Adult Work Participation Activities

45 CFR, Part 286 Tribal TANF; Final
Rule and Coding Instructions for
Tribal TANF Programs

Work Activities

- Include in your TFAP your work activities that adults/mHOHs will engage in.
- **What are the work activities your tribe identified in its TFAP?**



Categories of Work Participation Activities

45 CFR, Part 286 Tribal TANF; Final
Rule and Coding Instructions for
Tribal TANF Programs

Categories of WP Activities (see page 6 of green handout)

- 49. Unsubsidized Employment.
- 50. Subsidized Private-Sector Employment.
- 51. Subsidized Public-Sector Employment.
- 52. Work Experience.
- 53. On-the-job Training.

Categories of WP Activities (see page 6 of green handout)

54. Job Search and Job Readiness Assistance.

55. Community Service Programs.

Categories of WP Activities (see page 6 of green handout)

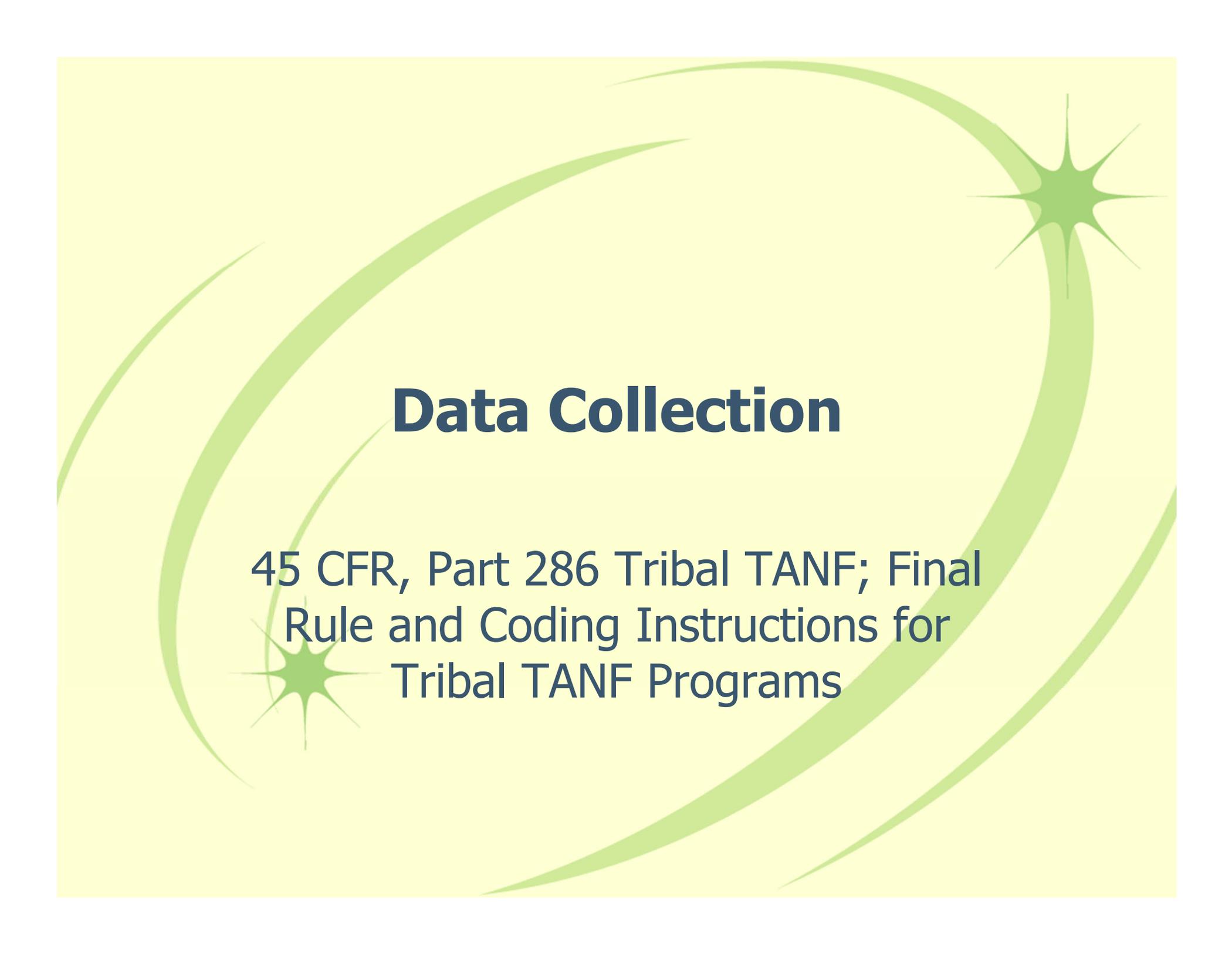
56. Vocational Educational Training:
57. Job Skills Training Directly Related to Employment.
58. Education Directly Related to Employment for Individuals with no High School Diploma or Certificate of High School Equivalency.
59. Satisfactory School Attendance for Individuals with No High School Diploma or Certificate of High School Equivalency.
60. Providing Child Care Services to an Individual Who Is Participating in a Community Service Program.

Categories of WP Activities (see page 6 of green handout)

62 “Other Work Activities”.

Other Work Activities: Tribes should report total average hours for activities not elsewhere reported.

CFR 286.100....other activities that will help families achieve self-sufficiency.



Data Collection

45 CFR, Part 286 Tribal TANF; Final
Rule and Coding Instructions for
Tribal TANF Programs

Data Collection

- Tribes are required to collect and report data every month and report quarterly.
- Certain data is used for demographic purposes.
- Certain data is used to calculate the Tribe's WPR. This is important to know.

Final WPR of a Tribe

- The WPR for a fiscal year is the average of the Tribe's participation rate for each month in the fiscal year.
- If the tribe did not have families with an adult/mHOH who were required to work, the month is excluded.
- If the tribe did not report for a month, then a 0% WPR is assigned and included.



Increasing Your WP Rates

45 CFR, Part 286 Tribal TANF; Final
Rule and Coding Instructions for
Tribal TANF Programs

Increasing your WP

- Training!
- Does the person responsible for entering the hours understand the coding requirements, policy and TFAP?
- Train on WP.....policy.... TFAP and the Regs.

Increasing your WP

- Are you counting all hours possible?
- **PROCESS!**
 - How do the client's report their hours?
 - When or how are hours entered?

Increasing your WP

- Transparency!
- How do you know the client is coded correctly?
- Who monitors the WP? How often?

Questions to Consider

- What are your tribal TANF program's practices?
- What case management practices might you change in relation to the limitation of hours reported on job search and job readiness?
- What program decisions could you change? What new decisions could you make?

Benefit of Knowing the WPR

- Self-monitor; calculate your own WPR.
- Monitor your own rate month-to-month.
- Monitor individual worker's WPR.
- Identify areas needing improvement in case management.
- Evaluate current program policies and procedures for modification.

**Questions
and
Thank you.**



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