



# **Data Based Decision Making**

Work Participation Rate  
(WPR)

# Facilitators

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- 10 years of Tribal TANF experience

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- Quinault Nation TANF Planner
- 11 years of Tribal TANF experience
- Quinault Tribal Member

# Identifying your needs

## The Parking Lot

- **What are your expectations?**
- **What would you like to cover today?**
- **What information do you want most?**

# Outline

- Knowing your Tribal Family Assistance Plan (TFAP)
- Gain a general understanding of the Work Participation Rate (WPR)
- Become familiar with the Federal Regulations in relation to WPR
- Using the WPR- calculations
- Program and Policy Decisions
- Relationship to Case Management

# Tribal Family Assistance Plan - TFAP

- Three-year plan
- Public document
- “Contract” between the Tribe and Federal Government
- General vs. specific
- Share information about TFAPs
- **Do you know your TFAP? Is it accessible to you?**

# Case Management Cycle

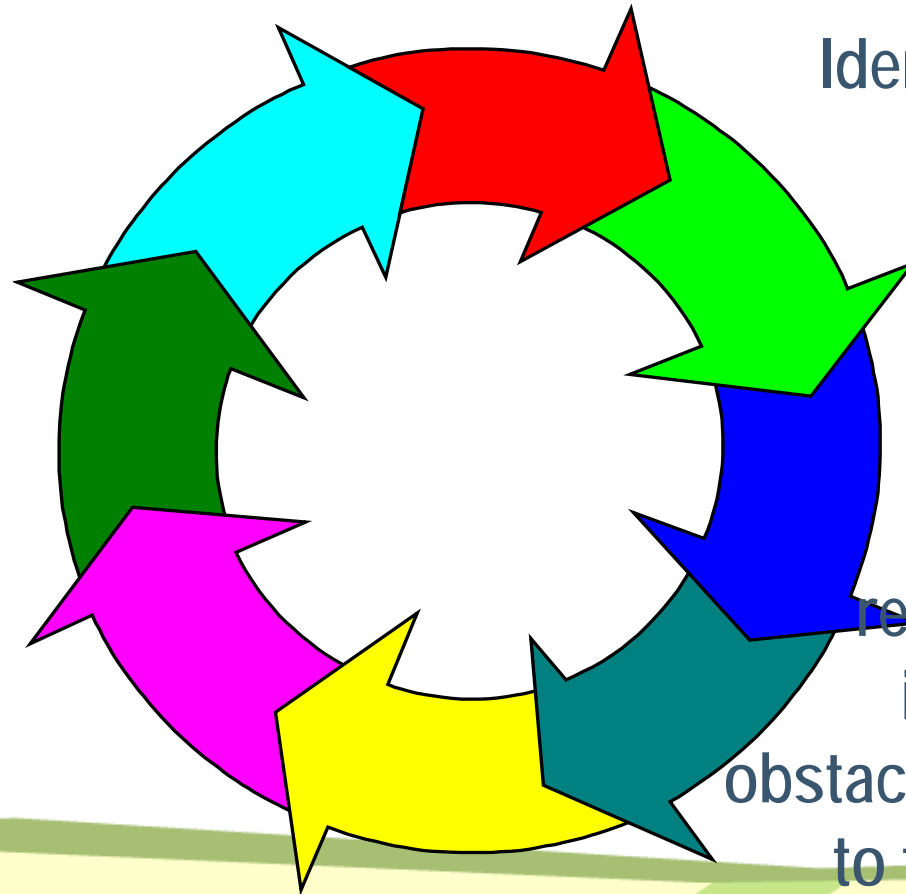
Strengths-based assessment & Identify needs

Identify goals & objectives

Explore resources & identify obstacles (related to the goals)

Monitor & evaluate progress

Develop case plan & implement tasks





# **Work Participation Rate (WPR)**

45 CFR, Part 286 Tribal TANF; Final  
Rule

# Subpart C: Tribal TANF Plan Content and Processing

## Section 286.75 What must be in a TFAP?

- “Needy” family
- Eligibility criteria
- How you will provide assistance, services, and activities
- Service area and Service Population
- **Minimum hours/week**
- **Work Activities**
- **Penalties**
- **Work Participation Rate**



## 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?**

# 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?**

# Work Participation Rate (WRR)

A tribe should specify in its TFAP the participation rates for each of the fiscal years covered for the plan.

**For example:**

1 <sup>st</sup> year	10%
2 <sup>nd</sup> year	15%
3 <sup>rd</sup> year	20%

**What are the WPRs in your tribal TFAP?**

# 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?**

## Did you know...

(d) If a family receives assistance for only part of a month or begins participating in activities during the month, you may count it as a month of participation...if the adult/mHOH participates for the minimum average number of hours in each full week.

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

# Data Collection

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

# Federal Data and Five Factors

1. Your tribal TFAP's ...
  - Type of family required to work (1 or 2 parent)
  - Hours required to work for each family type
2. Type of family (1 or 2 parent)
3. Family Affiliation
4. Work Participation Status
5. Hours reported are summed to determine if hours requirements have been met

## 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.

# Type of Family

Whether the family will be used to calculate:

- Both the “all families” (overall) WPR and “two-parent” WPR
- Only the overall WPR
- Or...will not be used to calculate either WPR

# Family Affiliation

- When you are collecting data on family members, only those **members of the eligible family who are receiving assistance** are included in the calculation.
- **Why?**



# Work Participation Status

- **Is your decision in which status you choose is largely based on case management practices?**
- “Disregard”: “not included”, “not recognized”
- “Deemed”: “included”
- **Why?**

# Work Participation Hours

- For each work activity, you must report all hours.
- You should report the hours for only those **members of the eligible family who are receiving assistance.**

# Job Search and Job Readiness: Reported Hours

- Limitation on how many hours you can report. Section 286.105 (b) (1)
- “Job search and job readiness assistance only count for 6 weeks in any fiscal year.”
- However...

# Job Search and Job Readiness: Reported Hours

Section 286.105 (b) (2)

“If the Tribe’s unemployment rate in the SDA is at least 50% greater than the US’s total unemployment rate for that fiscal year, then the person’s hours in job search or job readiness counts for up to 12 weeks in that fiscal year.”

**What is the unemployment rate on your  
Reservation?**

# **Job Search and Job Readiness: Reported Hours**

Section 286.105 ©

If job search or job readiness is an ancillary part of another activity, there is no limitation on counting the time spent in job search and job readiness.

# 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.

The background is a light, pale green color. It features several thick, curved, lime-green lines that sweep across the frame. Two starburst shapes, also in a darker shade of green, are positioned on the left and right sides, each with eight sharp points radiating outwards.

**Revisit the parking lot.**