

Tribal Temporary Assistance for Needy Families (TANF) – The Basics and Beyond

Presented By:

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Objectives

- Review some of the basics of TANF, including
 - Purposes
 - Common uses of TANF
 - Time limits
 - Work participation activities and requirements
- Explore ways to sustain and enhance your program
 - Evaluating program structure and outcomes
 - Prioritizing services
 - Establishing and maintaining partnerships



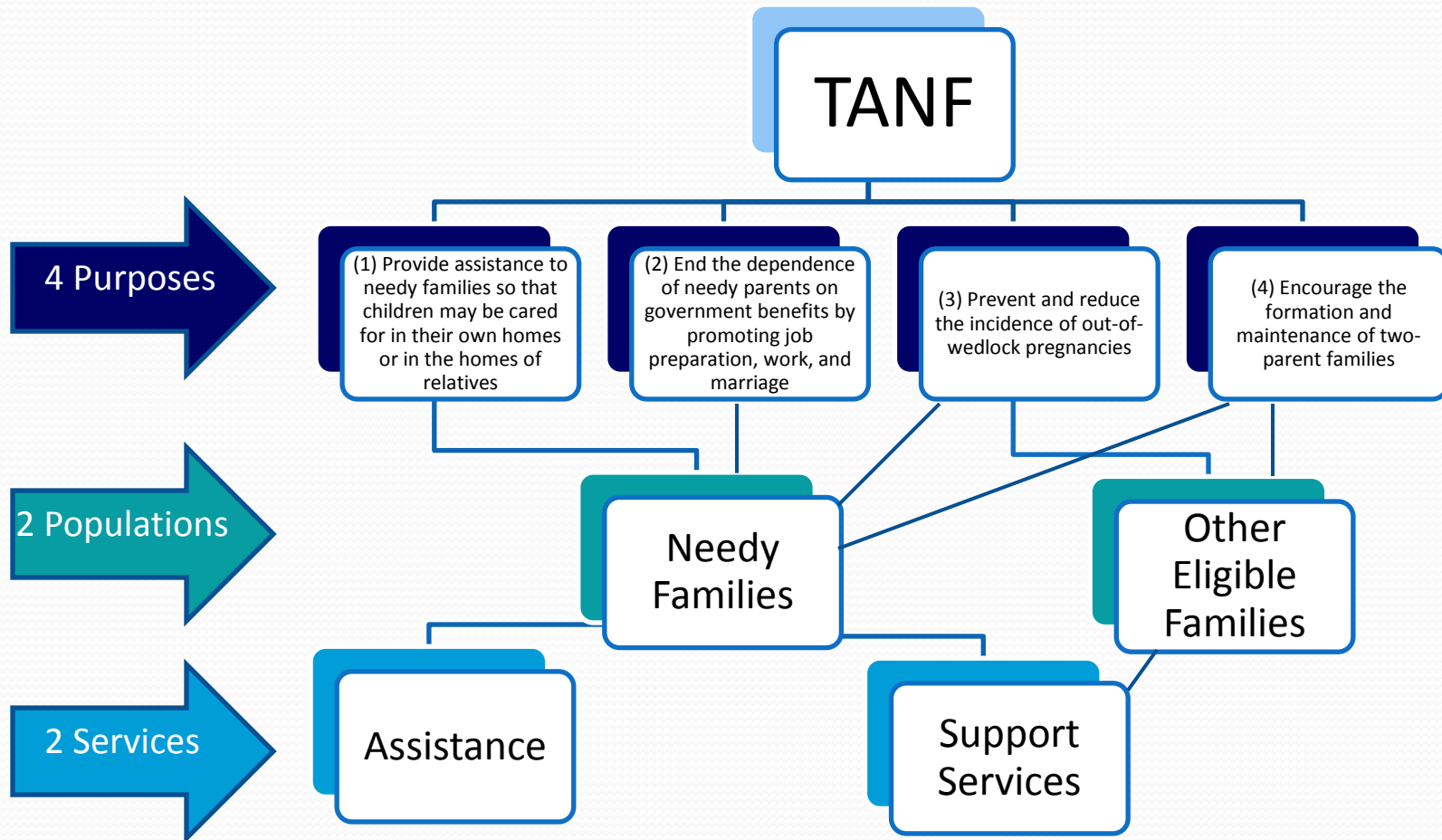
Purposes of TANF

(Sec. 401 of the Social Security Act)

Per Section 404(a)(1) of the Act, TANF funds may be used in any manner that is reasonably calculated to accomplish one of the four purposes of the TANF program.

1. Provide assistance to needy families so that children may be cared for in their own homes or in the homes of relatives
2. End dependence of needy parents on government benefits by promoting job preparation, work, and marriage
3. Prevent and reduce out-of wedlock pregnancies
4. Encourage the formation and maintenance of two-parent families

Purposes of TANF



Common Uses of TANF – some examples

- Basic assistance payments
- Heating and cooling assistance
- Supportive services, such as, child care, transportation, clothing, etc. when participating in an approved work activity
- Education & training programs
- Counseling
- Job skills training and professional training
- Employment services for non-custodial parents that enhances their ability to pay child support
- Teen pregnancy prevention programs
- Parenting skills training
- Fatherhood programs
- Non-medical substance abuse treatment

Carry Over of TANF Funds

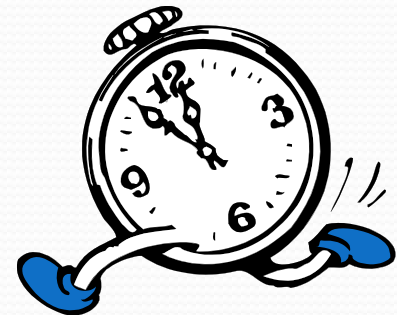
A Tribe may reserve amounts awarded, without fiscal year limitation, and may use the funds for any of the purposes of TANF and to provide any assistance, benefits, and services allowed under the Tribal TANF regulations and/or defined in the ACF-approved TANF plan.

Case Management

- Effective case management moves service provision beyond the requirements, makes a connection, and providing continuity to the client
- Ongoing assessment addresses barriers as they arise
- Facilitates engagement to ensure success
- Evaluates the needs of the whole family and develops a strong foundation for service provision
- Focusing on positive child outcomes for child only cases

Time Limits of Assistance

- Eligibility for TANF assistance (as defined at 45 CFR 286.10) is time limited.
 - The regulations require that Tribes propose time limits which reflect the intent of Congress that TANF should be temporary.
- Time limits and exceptions to time limits must be included in the Tribe's TANF plan.



Time Limits of Assistance (cont.)

- Tribes must develop procedures to establish a count of months of assistance for all TANF cases.
- Time limits can vary throughout the Tribal TANF service area (e.g. running two clocks).
- The Tribe must count prior months of TANF assistance funded with TANF block grant funds, except for any month that was exempt or disregarded by statute or regulation, or under any experimental, pilot, or demonstration project approved under Sec.1115 of the Act.

Are There Exceptions to the Time Limits?

Tribes MUST not count towards the time limits:

- Cases which do not include an adult head of household (child only cases)
- Cases in which the adult lived in Indian Country or in an Alaskan Native Village in which at least 50% of the adults were not employed

Tribes MAY not count towards the time limits:

- Cases with hardship, as limited and defined by the tribe
- If the family includes someone who has been battered or subject to extreme cruelty

(Refer to 45 CFR 286.115 - 286.120)

Work Participation Requirements

- The TANF plan identifies the Tribe's negotiated minimum work participation requirements which includes:
 - The work participation rate for all families (or one and two parent families); and
 - The minimum number of hours per week that adults will be required to participate in work activities.
- Rates are negotiated during the Plan renewal process.

Work Participation Requirements (cont.)

- The following should be considered when proposing the work requirements:
 - Are the requirements consistent with the economic conditions and resources of the Tribe?
 - Are the requirements consistent with the purposes of TANF?
 - How well do the established minimum work hours enable a participant to be prepared for actual working conditions?

Examples of Work Activities that Count Towards the WPR

- Employment (unsubsidized or subsidized)
- Job search/job readiness
- Work experience or job sampling - without regard to availability of sufficient private-sector employment
- Education directly related to employment
- Participation in barrier removal activities, including: a) counseling and/or chemical dependency treatment, and b) family, parenting, and domestic violence prevention counseling
- Community service

Work Activities (cont.)

- Participation in life skills training (e.g. financial management, and health and hygiene practices) that will contribute to family wellness and individual's readiness for the job market
- Small business training/entrepreneurship
- Traditional subsistence activities (e.g. hunting, fishing, gathering, farming, herding, etc.)
- Traditional work activities (e.g. pottery making, weaving, wood carving, jewelry making, etc.)
- Culturally relevant work activities to increase self-sufficiency

What If Individual Participation Hours are Not Met?

- Recipients, with few exceptions, must work as soon as they are job ready or face possible sanction or termination of benefits
- Tribes are permitted to grant exceptions to the requirements through the form of waivers for victims of domestic violence (45 CFR 286.140(3)), for single custodial parents' inability to obtain needed child care (45 CFR 286.150(a)), or good cause.
- Tribes determine the penalties against individuals who refuse to engage in work activities

What If Tribal Work Participation Rates Are Not Met?

- Tribes are held accountable for moving families from welfare to self-sufficiency through work which is reflected in the Work Participation Rate.
- Tribes are subject to fiscal penalties if they fail to meet the minimum work participation rate established for the Tribe.

Accountability standards and penalty provisions

45 CFR 286.195 thru 286.240

- If Tribes fail to meet the WPR, there is a process for them to dispute the penalty, provide reasonable cause, or establish a corrective compliance plan.

Sustaining and Enhancing Your Program

- Evaluating program structure and processes
- Tracking and evaluating program outcomes
- Reviewing eligibility criteria
- Prioritizing services
- Establishing and maintaining partnerships
- Seeking additional funding sources



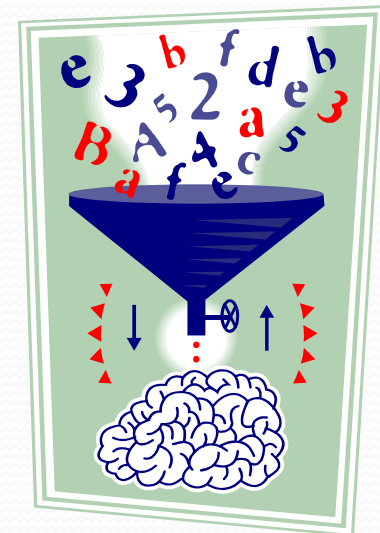
Evaluating Program Structure and Processes

- Evaluate staff's skills set; professionalize roles
- Assess control mechanisms and organizational systems
- Evaluate capacity



Tracking and Evaluating Program Outcomes

- Track program data
- Develop a Logic Model to illustrate how your program components are leading to program outcomes
- Consider what services are most efficiently and effectively serving your community
- This is an ongoing process!



Reviewing Eligibility Criteria

- Through the Tribal TANF Plan, the Tribe determines:
 - Population and geographic area to be served
 - Definitions of “needy family” and “Indian family”
- Possible considerations:
 - Is it time to review your program’s eligibility criteria?
 - How best can you allocate your limited resources?

Prioritizing Services

- If the Tribe will not provide the same services, assistance, and activities in all parts of the service area, the TFAP must indicate any variations.

45 CFR 286.75(a)(3)

- If the Tribe opts to provide different services to specific populations, including teen parents and individuals who are transitioning off TANF assistance, the TFAP must indicate whether any of these services will be provided and, if so, what services will be provided.

45 CFR 286.75(a)(4)

Establishing and Maintaining Partnerships

TANF and....

- Tribal Government
- Tribal Community
- State/County/Federal TANF offices
- Other Tribal Agencies and programs – Housing, Transportation, Native Employment Works, etc.
- Child Support
- Child Welfare
- Child Care
- Local Businesses
- Health Agencies
- Schools



Seeking Additional Funding Sources

- Pursue additional funding opportunities (when available) to support your program
- Sources for information
 - Child Welfare Coordination Grants
 - Healthy Marriage and Responsible Fatherhood Grants
 - www.grants.gov
 - www.FoundationCenter.org

Retrocession

What happens if a Tribe is unable or unwilling to continue administering a TANF program?

- It may retrocede the program with the service area and population defined in its TANF plan, as well as the funding for that program to the State.
- In a situation where only part of a service area/population is impacted, the retrocession requirements are only applicable to the portion of the TFAG so affected.

(Refer to 45 CFR 286.30)

Sources that Govern Tribal TANF

- Program
 - Title IV-A of the Social Security Act
 - Tribal TANF Regulations at 45 CFR Part 286
 - OFA Tribal TANF Guidance Document
 - The Approved Tribal TANF Plan
- Fiscal
 - 45 CFR Part 92—Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments
 - 45 CFR Part 225 (OMB Circular A-87)
- Other
 - ACF issued Policy Interpretations, Policy Announcements, and Informational Memorandums
 - ACF OFA *written* administrative opinions/interpretations and/or decisions
 - OFA website: <http://www.acf.hhs.gov/programs/ofa/>

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Thank you!



Questions?

