

**Welfare-To-Work
Policy and Program
Framework**

March 2000

**Welfare-To-Work Division
NYS Department of Labor**

Welfare-To-Work Policy and Program Framework

In order to assist local partners in the implementation of the Workforce Investment Act, the Welfare-To-Work Division has developed the WTW Policy and Program Framework. This document provides a broad overview of key policy features for federal and state welfare-to-work programs. Information is also included regarding performance requirements and program initiatives authorized through the state budget.

Since the New York welfare system is locally administered and state supervised, local social services districts play an important role in the operation of welfare-to-work programs. Questions regarding the operation of local welfare-to-work programs including work activities and supportive services policy should be directed to local social services district representatives.

Questions regarding state level initiatives can be directed to the appropriate staff from the Welfare-To-Work Division identified below:

<u>Area</u>	<u>Staff Contact</u>
• TANF (all initiatives except Transportation, LIVES, Work Opportunities, DOL Jobs)	John Haley (518) 485-6324
• TANF Transportation	John James (518) 485-5248
• TANF Program for Clients with Special Needs (LIVES, Work Opportunities)	Peter Lansburg (518) 457-2276
• Welfare-to-Work Block Grant	Stephanie Boshart (518) 485-6316
• TANF, Safety Net and Food Stamp Employment Policy, DOL Jobs	Barbara Guinn (518) 457-1228
• Program Accountability	Russ Oliver (518) 485-6288
• TANF Safety Net and Food Stamp Employment Program Technical Assistance	Elise Melesky (518) 485-6320

Public Assistance Overview

Federal Law

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA) replaced the Aid to Dependent Children (ADC) Program as the federally funded public assistance program for families with children. It consolidated programs covering public assistance (ADC, Emergency Assistance to Families (EAF) and employment programs (the JOBS Program)) into the Temporary Assistance for Needy Families (TANF) block grant. It limited receipt of TANF assistance to eligible families with an adult to a maximum lifetime of 60 months.

The Food Stamp program continued as an uncapped entitlement, although new eligibility requirements were added that require able-bodied persons age 18 to 50 with no dependents (ABAWDs) to work in order to continue receiving benefits.

State Law

New York State's enabling legislation, The Welfare Reform Act of 1997, created New York Works, which implements the requirements of PRWORA by replacing ADC with Family Assistance (FA). The state's Home Relief (HR) program was replaced by the Safety Net (SN) assistance program. When Family Assistance families have received benefits for the maximum federal limit of 60 months, they will be transferred to Safety Net, which is funded from state and local resources.

Employment Programs **PRWORA and New York Works**

Work First

Unlike past employment and training programs, New York's welfare to work policy embraces a work first philosophy. Rather than delaying job placement by providing training for the job that will take a person off welfare, individuals are expected to take any job they can perform; education and training are available as post-employment services. Local social services districts are expected to provide "front door" employment activities such as job search to help divert individuals into employment opportunities rather than receipt of public assistance. In some districts, applicants may be required to conduct a job search as a condition of eligibility for public assistance.

Client Work Requirements

PRWORA demands personal responsibility for achieving self-sufficiency and New York Works echoes this demand. Short-term work related training and work related activities are emphasized. Nevertheless, education and training opportunities can be approved by local districts. The federal Job Opportunities and Basic Skills (JOBS)

Training Program, which existed prior to welfare reform had emphasized education and training for employable recipients to achieve certain skill levels with employment being a desired outcome.

24-month “Engaged in Work” Requirement

Under PRWORA no adults are exempt from work requirements. The law requires states to engage all adult recipients in work activities as defined by the state when they are ready or within 24 months, whichever is sooner. These activities can include participation in treatment programs as well as work activities. New York Works does exempt certain individuals from work requirements, but even disabled adults are expected to comply with appropriate programs designed to move them toward self-sufficiency.

Participation Rate Requirement

States must meet a strict participation rate requirement as described by PRWORA in order to avoid a significant federal fiscal penalty. The participation rate requirements, which specify a number of hours of work activity per week in selected activities for a specific number of cases in which an adult is engaged in these work activities, are a pivotal issue for local district design of work programs.

Local Flexibility

New York Works provides for local flexibility in designing work programs through a local plan process. Each local district prepares a biennial plan that describes the social services district’s employment program, including its assessment process, work assignments, approval of training policy and the provision of supportive services for public assistance and food stamp recipients. The plan must be submitted for public comment and is reviewed and approved by the Department of Labor.

Client Assessments

Districts are required to conduct an employment assessment for all adult recipients. Prior to welfare reform districts only needed to assess those adults who were considered mandatory for participation. The assessment is used to develop a plan to meet work requirements and move individuals toward self-sufficiency. At the very least, a TANF assessment must include a review of the individual's education level; basic skills proficiency; child care and other supportive services needs; prior work experience; training and vocational interests; family circumstances, including the special needs of a child in the home. State law requires that an employability plan be developed which takes into account the goals of the individual. Nevertheless, the law also states that local districts may have to disregard the findings of the assessment and the goals of the recipient in order to meet the participation rate through assignment to “countable” activities.

At the point of application for assistance, in addition to eligibility requirements, individuals are informed of the responsibilities, including work related requirements, which they will have as recipients of temporary assistance or food stamps.

Work Activities

Work activities allowable under New York Works include:

- Unsubsidized employment
- Subsidized private and public sector employment
- Work experience in the public and not for profit sectors
- On-the-job training
- Job search and job readiness assistance
- Community service programs
- Vocational educational training
- Job skills directly related to training
- Education directly related to employment
- Satisfactory attendance at secondary school or high school equivalency program
- Provision of child care services to another recipient assigned to community service
- Educational activities, including adult education, remedial education, secondary education and education in English proficiency
- Other activities designed by local social services districts

While all of the above activities are allowable under PRWORA, they do not all count toward the federal participation rate requirement.

Compliance with Work Activity Assignments

Public assistance and food stamp applicants and recipients are expected to comply with assignments to work activities. Individuals who fail to comply without good cause may be sanctioned for specific durations. For public assistance (Family Assistance and Safety Net), the public assistance grant will be reduced pro rata, i.e., by the fraction of the case the person represents (a sanctioned person in a three person case would reduce the grant by one third). For food stamps, a sanctioned individual is ineligible for benefits. Sanction durations vary depending upon the number of times a person has been sanctioned.

Local social services districts are expected to find jobs or other income sources for all the adults on their Family Assistance (TANF) caseloads because they will lose federal funding for those clients after 60 months. Those individuals will presumably be the ones with the most severe barriers to self-sufficiency. TANF program funding will no longer be available to serve those individuals who lose their Family Assistance eligibility. Hopefully, their numbers will be small.

Welfare-to-Work Program Initiatives

The 1999-2000 state budget authorized an extensive array of welfare-to-work initiatives. The enclosed program matrix (Attachment I) identifies initiatives, funding levels and provides a brief description of services offered.

Some of the initiatives such as the NY Works Block Grant are statewide in scope and include county specific allocations (Attachment II). Other programs such as Job Placement and Retention are funded on a competitive basis and operate on a more limited scale. A number of initiatives (EDGE, Bridge, Transportation and Work Opportunities) operate through state level partnerships with funding provided to local service providers through a state level Memorandum of Understanding between the Department of Labor and respective state agencies. County Allocations for the EDGE initiative are included as Attachment III.

The Jobs program includes no direct funding to local agencies but arranges for DOL staff to provide job placement and other services determined by the local social services district to TANF clients. A listing of counties served by the Jobs program is included (Attachment IV). In addition to state level initiatives included within the matrix, "P.A. Employment Services" provides federal and state funding to local social services districts to reimburse them for the costs of local welfare-to-work programs. There is no county allocation. Reimbursement is made available to counties based upon program expenditures and the category of clients served (TANF, Safety Net and Food Stamps).

For more information regarding program and application requirements of state welfare-to-work initiatives, please contact:

New York State Department of Labor
Welfare-To-Work Division
Bureau of Program Development
Building 12, Room 288
Albany, New York 12240

State/County Participation Requirements/Fiscal Penalties

The federal welfare reform legislation includes specific participation rate requirements that have to be achieved, by the state, in order to avoid federal fiscal penalty and utilize the state's full federal TANF allocation (block grant). States that fail to attain the minimum rates for a given year are subject to a federal penalty that results in a reduction of the state's block grant for the subsequent year of 5% and further, the state's Maintenance of Effort (MOE) would be increased from 75% to 80%. The impact of these combined penalties is \$240 million at our current level of funding under TANF legislation. Penalties related to the reduction in block grant funds increase by two percent increments for each consecutive year that the state fails to achieve the participation rates.

The federal legislation includes two separate participation rate requirements. The first requirement applies to All Families, which includes Two Parent Families. The second participation rate requirement applies to the Two Parent Families only. The All Families participation rate goal was set at 25% for FFY 1997 and increases by five percent increments each year to a maximum of 50% in FFY 2002. The Two Parent Families participation rate requirement started at 75% for FFY 1997 and FFY 1998 and then increased to 90% for FFY 1999 and beyond. These rates are calculated on a monthly basis but have to be met on a yearly (federal fiscal year) basis (See Attachment V).

In addition to the participation rate requirements that apply, in effect, to the state and local districts, there are minimum weekly hours of participation that apply to the public assistance recipient in order that the individual's participation can be counted toward the district's participation rate. For single parent families the weekly requirement was 20 hours for FFY 1997 and FFY 1998. The weekly number increased to 25 for FFY 1999 and to 30 for FFY 2000 and beyond. The minimum number of hours required for Two Parent Families was and continues to be 35 weekly unless the family is in receipt of federally funded child care. Two Parent Families in receipt of such child care must participate 55 hours weekly. It is important to note that the hours of participation must be actual hours of participation not scheduled or assigned.

The state's enabling state legislation, in turn, required local district's to attain the TANF participation rates required by federal law, in order to avoid local district penalty. Placing the TANF participation requirements on the local districts becomes important in the event that the state fails to achieve the rate, on a statewide basis, and has to apportion the penalty on a district level amongst districts that have failed to achieve the rates. The state legislation also included participation rate requirements, at the district level, for the Safety Net (General Assistance) public assistance population. The Safety Net rate applies only at the district level. There is no statewide Safety Net Participation rate requirement.

The Safety Net participation rate requirement was 75% for the period July 1997 through September 1998. The minimum rate increased to 90% on October 1, 1998. The Safety Net rates are calculated on a monthly basis but the minimum rates must be achieved on a quarterly rate by each district to avoid a state fiscal penalty. The fiscal penalty, specified in state legislation, is a reduction in state reimbursement of .5% for each one percent of shortfall, up to a maximum penalty of 5%. The penalty is applied to the claims submitted, by the district, for the quarter for the administration of the Safety Net income maintenance, medical assistance, food stamps, and child support and employment programs.

For Safety Net the minimum number of hours that individuals must participate weekly is 35 unless the individual is work limited or participating in work experience. In either instance the individual must then participate the number of hours that is in accordance with the limitations or that are appropriate based on the individual's public assistance grant.

The attached sheets contain the specifics that apply to the participation rate requirements for the TANF and Safety Net Programs.

Performance Requirements of TANF Surplus Programs

The TANF Surplus Programs must meet the requirements that apply to all federal TANF funded programs. Activities that are provided and outcomes that are negotiated are expected, at a minimum, to enhance the local district's ability to meet federal minimum standards. In addition, the Department of Labor has placed goals beyond enrollment and participation rate requirements in an effort to make the initiatives more job placement oriented. As such each program must meet negotiated job placement and retention milestones in order to access all the funds that it has been awarded.

New York State Food Stamp Employment and Training (FSET) Program

The Food Stamp Employment and Training (FSET) program has been operational in New York State since 1987 when it was first implemented as a job search program. The FSET program now provides work preparation and support services to food stamp work registrants. The New York State Department of Labor (DOL) is responsible for the oversight and administration of FSET as well as work programs for public assistance recipients.

New York receives an allocation of 100% federal funds from USDA based on the state's proportionate share of the nation's work registrant and able-bodied adults without dependents (ABAWD) caseloads. The state is also able to request additional money from USDA at the 50% federal reimbursement rate with the state and local districts sharing the balance equally.

Local districts receive 100% allocations based on work registrant caseload, and an allocation of 50% funds. FSET funds are available to support costs associated with operating the FSET program. These costs may include those related to applicants or recipients of food stamps including Safety Net applicants and recipients who are also receiving food stamps and assigned to FSET.

FSET funds must be used to provide services to food stamp recipients that are required to participate (work registrants) in the FSET program or to satisfy the ABAWD requirement to maintain eligibility for food stamps. Work registrants include food stamp applicants and recipients who are not exempt due to age, disability, or who are in school in certain instances or have young children. FSET funds cannot be used to serve TANF individuals because they are categorically exempt from food stamp work registration.

The following programs are operated as part of New York's FSET program:

- Job search
- Job readiness assistance
- Job skills training
- Work experience
- Subsidized employment (private or public sector and on-the-job training)
- Unsubsidized employment
- Education training (including vocational education training)
- Community service
- Other activities

Case management and job placement services may also be offered to work registrants enrolled in FSET activities.

Participants in the FSET program are entitled to participant reimbursement (supportive services) if deemed necessary to enable them to participate. These participant reimbursements include transportation monies (\$25 per participant per month) and dependent care as needed.

Food stamp work registrants age 18 to 50 may only be eligible for food stamps for 3 out of every 36 months if they are not working or engaged in an approved work program for 80 hours a month or participating in work experience.

SFY 1999-2000 Budget Welfare Employment Program Highlights

Consolidated Application for State Administered Programs	1999-00 Allocation	Comments
New York Works Block Grant	\$100M (f)	<p>Merges the funding for WTW initiatives. LSSDs may use their allocation (based on caseload size) to support various WTW initiatives/activities such as, but not limited to:</p> <ul style="list-style-type: none"> • Programs that serve the "Hard-to-Place" • Youth Initiatives • Transportation • Even Start Literacy Programs • Post-Employment Services <p>LSSDs would have flexibility to direct funds where most needed and can use state contracts/agreements to support local programs.</p>
EDGE IX	\$16.7M (f/s)	The EDGE (via State Education Department) program provides funding to local educational agencies (i.e., BOCES, school districts) to provide work-based education and training and job placement assistance.
Bridge VIII	\$5.4M (f)	The Bridge (via SUNY) program provides funding to EOCs and community colleges to provide work-based training and job placement assistance.

New Funding Opportunities	Allocation	Comments
Work Experience Program (WEP) Expansion	\$1M (s)	These funds support the start up and/or expansion of work experience program (WEP) sites in nonprofit agencies for TANF and Safety Net recipients. Ten (10) LSSDs currently receive WEP funding. Subject to reappropriation authority, an application will be released to further expand the number of WEP sites.
Language Immersion	\$3M (f)	An RFP will be released in March 2000 to establish English language instruction programs in nonprofit organizations.
Work Opportunities	\$1M (f)	The 1998-99 CASP application included \$3M in funding to support projects that provide employability services for TANF individuals with psychiatric disabilities. An additional \$1M was appropriated in the 1999-2000 budget that will be used to continue working with this population.

SFY 1999-2000 Budget Welfare Employment Program Highlights

VESID LIVES	\$6M (f)	Twenty-one (21) LSSDs and partnering VESID agencies are currently funded to support work activities for persons with disabilities who are in receipt of TANF. The 1999-2000 funds will be used to continue existing projects and to provide other LSSDs an opportunity to develop a proposal to establish projects in their areas.
HIV WTW Demo	\$1.4M (s)	Contingent on reappropriation authority, an RFP will be released to establish additional projects designed to provide job placements services for TANF & Safety Net recipients with HIV/AIDS. Contracts with six organizations are currently in place.
InVEST	\$25M (f)	InVEST is a new initiative designed to increase worker skill level in demand occupations through the use of vouchers. A Request for Qualifications is scheduled to be released in early spring to gain the participation of qualified training providers.
Hospital Wage Subsidy and Training	\$2M (f)	A Request for Proposals was released on 12/27/99 seeking the participation of public and private hospitals to provide subsidized job opportunities for current and prospective hospital employees who are Family Assistance recipients. Proposals are due by 2/29/00.
Built On Pride	\$5M (f)	Two (2) BOP projects have been funded. An RFP will be released seeking the services of agencies to operate pre-apprenticeship, apprenticeship, or self-sufficiency training programs. Other funding sources may be combined with TANF funds in order to serve other PA and non-PA populations.
Wage Subsidy Program	\$13M (f/s)	An RFP was released on 12/27/99 to engage the services of nonprofit CBOs to develop subsidized job positions and provide ongoing case management services for public assistance recipients with significant barriers to employment. \$11M will be used to support NYC projects and \$2M will be available for the rest of state. Proposals are due by 2/29/00.
Family Loan Program	\$.9M (f/s)	DOL currently contracts with 2 nonprofit and 1 government agency to administer loan pools. These loan pools provide no-interest loans to low-income families/individuals for the purpose of covering costs of unexpected expenses that could interfere with their ability to maintain employment or continue their education. Contingent on reappropriation authority, an RFP will be released to establish up to 9 additional loan programs.

SFY 1999-2000 Budget Welfare Employment Program Highlights

R-GRTA Transportation	\$2M (f)	These funds will be used to continue the Monroe County Transportation Initiative through 3/31/01. This project provides a monthly bus pass to employed FA recipients, and a three month bus pass to families whose public assistance case closes due to employment.
Wheels for Work	\$5M (f)	An RFP will be released in March for the establishment and support of Wheels for Work demonstration programs to assist TANF recipients procure, repair, finance and/or insure vehicles needed for transportation to and from employment or allowable work activities.
Community Solutions for Transportation	\$13M (f)	An application is currently being developed to support pilot programs and/or expand existing programs designed to meet the transportation needs of TANF recipients.

Ongoing Initiatives	1999-00 Allocation	Comments
Jobs Staff	\$9.4M (f)	DOL staff provides job placement and other related services to support LSSD WTW programs.
PA Employment Services	\$122M (f/s/l)	Reimburses local social services districts' costs in providing WTW programs to eligible PA and Food Stamp recipients, including support service payments to participants.
Job Placement & Retention	\$7.4M (f/s/l)	Supports the continuation of contracts with 21 CBOs to provide job placement and job retention services.
Food Stamp E & T	\$77.5M (f/s)	Supports E & T activities for Food Stamp recipients.
Employment Agency Initiative	\$2M (f)	To continue to support job placement contracts with 53 organizations through 6/30/00.

f = Federal funds
s = state funds
l = local funds

SFY 1999-2000
New York Works Block Grant (NYWBG) District Allocation

Counties	Average Caseload (Cases) June 98 - May 99	% of Total Average Caseload	Allocation of \$100M \$35,000 Floor Avg. Cases
Albany	2,931	0.96%	\$959,669
Allegany	638	0.21%	\$209,015
Broome	2,152	0.71%	\$704,539
Cattaraugus	674	0.22%	\$220,694
Cayuga	428	0.14%	\$140,280
Chautauqua	1,858	0.61%	\$608,382
Chemung	942	0.31%	\$308,447
Chenango	286	0.09%	\$93,538
Clinton	535	0.18%	\$175,016
Columbia	419	0.14%	\$137,306
Cortland	391	0.13%	\$128,165
Delaware	171	0.06%	\$56,074
Dutchess	1,411	0.46%	\$461,989
Erie	15,207	4.99%	\$4,979,200
Essex	225	0.07%	\$73,674
Franklin	391	0.13%	\$127,865
Fulton	380	0.12%	\$124,263
Genesee	228	0.07%	\$74,547
Greene	379	0.12%	\$123,963
Hamilton	17	N/A	\$35,000
Herkimer	325	0.11%	\$106,472
Jefferson	1,140	0.37%	\$373,417
Lewis	126	0.04%	\$41,312
Livingston	408	0.13%	\$133,704
Madison	166	0.05%	\$54,464
Monroe	13,345	4.38%	\$4,369,727
Montgomery	254	0.08%	\$83,251
Nassau	4,628	1.52%	\$1,515,442
Niagara	2,539	0.83%	\$831,340
Oneida	2,552	0.84%	\$835,597
Onondaga	5,776	1.89%	\$1,891,342
Ontario	474	0.16%	\$155,179
Orange	2,583	0.85%	\$845,884
Orleans	352	0.12%	\$115,368
Oswego	956	0.31%	\$312,868
Otsego	131	0.04%	\$42,922
Putnam	91	N/A	\$35,000
Rensselaer	1,092	0.36%	\$357,618
Rockland	1,151	0.38%	\$376,964
St. Lawrence	1,216	0.40%	\$398,275
Saratoga	237	0.08%	\$77,467
Schenectady	1,094	0.36%	\$358,355
Schoharie	101	N/A	\$35,000
Schuyler	105	N/A	\$35,000
Seneca	139	0.05%	\$45,405
Steuben	1,016	0.33%	\$332,542
Suffolk	6,676	2.19%	\$2,185,901
Sullivan	576	0.19%	\$188,468
Tioga	343	0.11%	\$112,448
Tompkins	513	0.17%	\$167,867
Ulster	1,298	0.43%	\$425,152
Warren	183	0.06%	\$59,976
Washington	399	0.13%	\$130,512
Wayne	566	0.19%	\$185,385
Westchester	8,820	2.89%	\$2,888,066
Wyoming	131	0.04%	\$42,976
Yates	75	N/A	\$35,000
NYC	214,015	70.20%	\$70,076,708
Statewide	305,255	100.00%	\$100,000,000

1. The five counties that would have been allocated less than \$35,000 are allocated \$35,000 and removed from the allocation formula (based on proportionate share of statewide caseload, 389 cases are removed from caseload based on the \$35,000 floor).

EDGE 9 Draft County Allocations (Based on April 1999 Caseload and \$15,000 minimum County Allocation)					September 27, 1999
	Column (A) Fixed State Allocation	Column (B) Maximum EPE State Aid Target	Column (C) Maximum Federal Allocation	Column (D) Maximum Grant Award (Col A + C)	Column (E) Maximum County Allocation (Col B + D)
ALBANY	\$9,625	\$53,855	\$93,119	\$102,744	\$156,599
ALLEGANY	\$2,101	\$11,756	\$20,327	\$22,428	\$34,184
BROOME	\$7,208	\$40,332	\$69,737	\$76,945	\$117,277
CATTARAUGUS	\$2,241	\$12,541	\$21,685	\$23,926	\$36,467
CAYUGA	\$1,403	\$7,851	\$13,574	\$14,977	\$22,828
CHAUTAUGUA	\$6,209	\$34,739	\$60,066	\$66,275	\$101,014
CHEMUNG	\$2,974	\$16,643	\$28,777	\$31,751	\$48,394
CHENANGO	\$954	\$5,338	\$9,230	\$10,184	\$15,522
CLINTON	\$1,666	\$9,323	\$16,119	\$17,785	\$27,108
COLUMBIA	\$1,263	\$7,066	\$12,217	\$13,480	\$20,546
CORTLAND	\$1,336	\$7,478	\$12,929	\$14,265	\$21,743
DELAWARE	\$922	\$5,158	\$8,920	\$9,842	\$15,000
DUTCHESS	\$4,669	\$26,123	\$45,168	\$49,837	\$75,960
ERIE	\$50,664	\$283,484	\$490,163	\$540,827	\$824,311
ESSEX	\$922	\$5,158	\$8,920	\$9,842	\$15,000
FRANKLIN	\$1,186	\$6,634	\$11,470	\$12,656	\$19,290
FULTON	\$1,168	\$6,536	\$11,300	\$12,468	\$19,004
GENESEE	\$922	\$5,158	\$8,920	\$9,842	\$15,000
GREENE	\$1,259	\$7,046	\$12,183	\$13,442	\$20,488
HAMILTON	\$922	\$5,158	\$8,920	\$9,842	\$15,000
HERKIMER	\$1,112	\$6,222	\$10,758	\$11,870	\$18,092
JEFFERSON	\$3,732	\$20,883	\$36,107	\$39,839	\$60,722
LEWIS	\$922	\$5,158	\$8,920	\$9,842	\$15,000
LIVINGSTON	\$1,396	\$7,811	\$13,506	\$14,902	\$22,713
MADISON	\$922	\$5,158	\$8,920	\$9,842	\$15,000
MONROE	\$45,347	\$253,730	\$438,717	\$484,064	\$737,794
MONTGOMERY	\$922	\$5,158	\$8,920	\$9,842	\$15,000
NASSAU	\$15,009	\$83,981	\$145,210	\$160,219	\$244,200
NIAGARA	\$8,583	\$48,026	\$83,040	\$91,623	\$139,649
ONEIDA	\$8,485	\$47,476	\$82,090	\$90,575	\$138,051
ONONDAGA	\$18,299	\$102,391	\$177,041	\$195,340	\$297,731
ONTARIO	\$1,512	\$8,459	\$14,626	\$16,138	\$24,597
ORANGE	\$8,702	\$48,693	\$84,194	\$92,896	\$141,589
ORLEANS	\$1,186	\$6,634	\$11,470	\$12,656	\$19,290
OSWEGO	\$3,231	\$18,076	\$31,254	\$34,485	\$52,561
OTSEGO	\$922	\$5,158	\$8,920	\$9,842	\$15,000
PUTNAM	\$922	\$5,158	\$8,920	\$9,842	\$15,000
RENSSELAER	\$3,536	\$19,783	\$34,207	\$37,743	\$57,526
ROCKLAND	\$3,753	\$21,000	\$36,311	\$40,064	\$61,064
ST. LAWRENCE	\$3,995	\$22,354	\$38,652	\$42,647	\$65,001
SARATOGA	\$922	\$5,158	\$8,920	\$9,842	\$15,000
SCHENCTADY	\$3,690	\$20,647	\$35,700	\$39,390	\$60,037
SCHOHARIE	\$922	\$5,158	\$8,920	\$9,842	\$15,000
SCHUYLER	\$922	\$5,158	\$8,920	\$9,842	\$15,000
SENECA	\$922	\$5,158	\$8,920	\$9,842	\$15,000
STEUBEN	\$3,346	\$18,724	\$32,374	\$35,720	\$54,444
SUFFOLK	\$21,344	\$119,427	\$206,497	\$227,841	\$347,268
SULLIVAN	\$1,880	\$10,520	\$18,189	\$20,069	\$30,589
TIOGA	\$1,140	\$6,379	\$11,029	\$12,169	\$18,548
TOMPKINS	\$1,708	\$9,558	\$16,527	\$18,235	\$27,793
ULSTER	\$4,192	\$23,454	\$40,553	\$44,745	\$68,199
WARREN	\$922	\$5,158	\$8,920	\$9,842	\$15,000
WASHINGTON	\$1,266	\$7,085	\$12,251	\$13,517	\$20,602
WAYNE	\$1,792	\$10,029	\$17,341	\$19,133	\$29,162
WESTCHESTER	\$29,303	\$163,959	\$283,496	\$312,799	\$476,758
WYOMING	\$922	\$5,158	\$8,920	\$9,842	\$15,000
YATES	\$922	\$5,158	\$8,920	\$9,842	\$15,000
NEW YORK CITY	\$721,208	\$4,035,426	\$6,977,501	\$7,698,709	\$11,734,135
TOTAL	\$1,029,425	\$5,760,000	\$9,959,425	\$10,988,850	\$16,748,850

Jobs Program Dedicated Staffing

<i>Counties by Region</i>	<i>Staffing</i>
<i>Program Year:</i>	<i>1999-2000</i>
Greater Capital Region	(15.0)
Albany	2.0
Clinton	1.0
Columbia	1.0
Essex	1.0
Franklin	1.0
Greene	1.0
Hamilton	~~~
Jefferson	1.0
Lewis	1.0
Rensselaer	1.0
St. Lawrence	1.0
Saratoga	1.0
Schenectady	1.0
Warren	1.0
Washington	1.0
Southern Tier Region	(15.5)
Broome	4.0
Chemung	3.0
Chenango	1.0
Delaware	0.5
Otsego	1.0
Schuyler	1.0
Steuben	2.0
Tioga	2.0
Tompkins	1.0
Hudson Valley Region	(8.5)
Dutchess	1.0
Orange	3.0
Putnam	0.5
Rockland	1.0
Sullivan	2.0
Ulster	1.0
Westchester	0.0
Western Region	(29.0)
Allegany	3.0
Cattaraugus	1.0
Chautauqua	1.0
Erie	11.0
Genesee	1.0
Livingston	1.5
Monroe	6.0
Niagara	2.5
Seneca	0.5
Wayne	0.5

Wyoming	1.0
Central/Mohawk Region	(21.5)
Cayuga	1.0
Cortland	2.0
Fulton	1.0
Herkimer	1.0
Madison	1.0
Montgomery	1.0
Oneida	5.0
Onondaga	6.0
Oswego	3.0
Schoharie	0.5
Long Island Region	(10.0)
Nassau	4.0
Suffolk	6.0
New York City Region	(35.0)
NYC	35.0
Central Office	(6.5)
Central Office	6.5
Statewide Total	(141.0)

Participation Rate Requirements

ALL FAMILIES

<u>FFY YEAR</u>	<u>Participation Rate</u>	<u>Number of Weekly Hours</u>
1997	25%	20
1998	30%	20
1999	35%	25
2000	40%	30
2001	45%	30
2002	50%	30

TWO PARENT FAMILIES

<u>FFY YEAR</u>	<u>Participation Rate</u>	<u>Number of Weekly Hours</u>
1997	75%	35
1998	75%	35
1999	90%	35
2000	90%	35
2001	90%	35
2002	90%	35

SAFETY NET

<u>FFY</u>	<u>Participation Rate</u>	<u>Number of Weekly Hours</u>
1997	75%	35
1998	75%	35
1999	90%	35
2000	90%	35
2001	90%	35
2002	90%	35

Attachment VI

Activities	Participation Rate Impact (Countability)		
	TANF All Family	TANF Two Parent Families	Safety Net
Unsubsidized Employment	counts	counts	counts
Subsidized Private Sector Employment	counts	counts	counts
Subsidized Public Sector Employment	counts	counts	counts
Work Experience	counts	counts	counts
On-the-Job Training	counts	counts	counts
Job Search	counts but for only 6 weeks per year	counts but for only 6 weeks per year	counts toward hours above 30
Job Readiness Training	counts but for only 6 weeks per year	counts but for only 6 weeks per year	counts toward hours above 30
Community Service	counts	counts	counts toward hours above 30
Vocational Education	counts but for only 12 months total	counts but for only 12 months total	counts toward hours above 30
Job Skills Training	counts toward hours above 20	counts toward hours above 30 or 50	counts toward hours above 30
Education Training	counts toward hours above 20	counts toward hours above 30 or 50	counts toward hours above 30
High School or Equivalent	counts toward hours above 20	counts toward hours above 30 or 50	counts toward hours above 30
Child Care Provider for Community Service Participant	counts	counts	counts toward hours above 30
Job Search/Job Readiness (Beyond 6 week limit)	does not count	does not count	does not count
Other Local District Activity Not Included Above	does not count	does not count	does not count