

# TANF and SNAP Work Requirements

Presentation to the  
Medicaid Innovation and Reform Commission  
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# Presentation Outline

- Enabling statutes for TANF and SNAP
- TANF Work Participation
- SNAPET Work Participation
- Expanding Work Requirements to Medicaid
- Things to consider

## Temporary Assistance for Needy Families (TANF) and Supplement Nutrition Assistance Program (SNAP) Work Enabling Statutes

- The work requirements for TANF are prescribed by the Code of Virginia §§63.2-608-63.2-613.
- Work requirements for SNAP are found in Title 7 of the Code of Federal Regulations §273.7

# TANF Work Participation

- VIEW participants must be engaged in an average of 35 hours of activities per week.
- At least 20 hours per week must be from core activities.
- All program components must be monitored monthly for attendance of scheduled hours. In addition, education and training activities must be monitored for satisfactory progress at periodic intervals.

# Activities

- **Core Activities**

- Job Search
- Job Readiness
- Unsubsidized Employment
- Subsidized Employment (Full Employment Program)
- Community Work Experience
- Public Service Program
- On the job training
- Vocational Education and Training

- **Non-Core Activities**

- Job skills training
- Education below the post-secondary level

# Job Search

- Individual job search
- Group Job Search
- Job search verification
- Job search is only countable in the federal work participation rate calculation for six weeks per year, of which no more than four weeks may be consecutive.

# Job Readiness

- Job readiness assistance is designed to help the participant find and maintain employment.
- Job readiness training is conducted through workshops or seminars, as well as through one-on-one counseling.
- Job readiness also includes barrier reduction activities including mental health or substance abuse counseling or activities to rehabilitate disabilities so that a person can become employed.
- Job readiness is only countable in the federal work participation rate calculation for six weeks per year, of which no more than four weeks may be consecutive.

# Unsubsidized Employment

- Unsubsidized employment includes all paid employment paying minimum wage or greater that is not subsidized by TANF or any other public program. It includes full and part time employment, and self employment.



# Subsidized Employment

- Virginia's Full Employment Program (FEP) subsidizes public or private sector employers with TANF funds to offset the wages paid by the employers to TANF recipients.
- The TANF recipients receive a regular pay check instead of TANF.
- The client's wages must exceed the amount of her last TANF check.

# Community Work Experience

- Community Work Experience (CWEP) provides an unpaid work placement in a public or private non-profit organization.
- An assignment to CWEP is appropriate for participants who need to learn or improve skills or work behaviors, or to secure a job reference, in order to find paid employment.
- Placements are for six months.

# Public Service Program

- Public Service provides unpaid work placements in public or private non-profit organizations with the goal of improving the participant's employability.

# On-the-job training

- On-the-job training is training provided by an employer to a paid employee in order to increase the employee's skills on the job.
- The following activities are considered on-the-job training: work study offered through a college; apprenticeship programs; paid internships offered by colleges or training; or supported work for individuals with disabilities.

# Vocational Education and Training

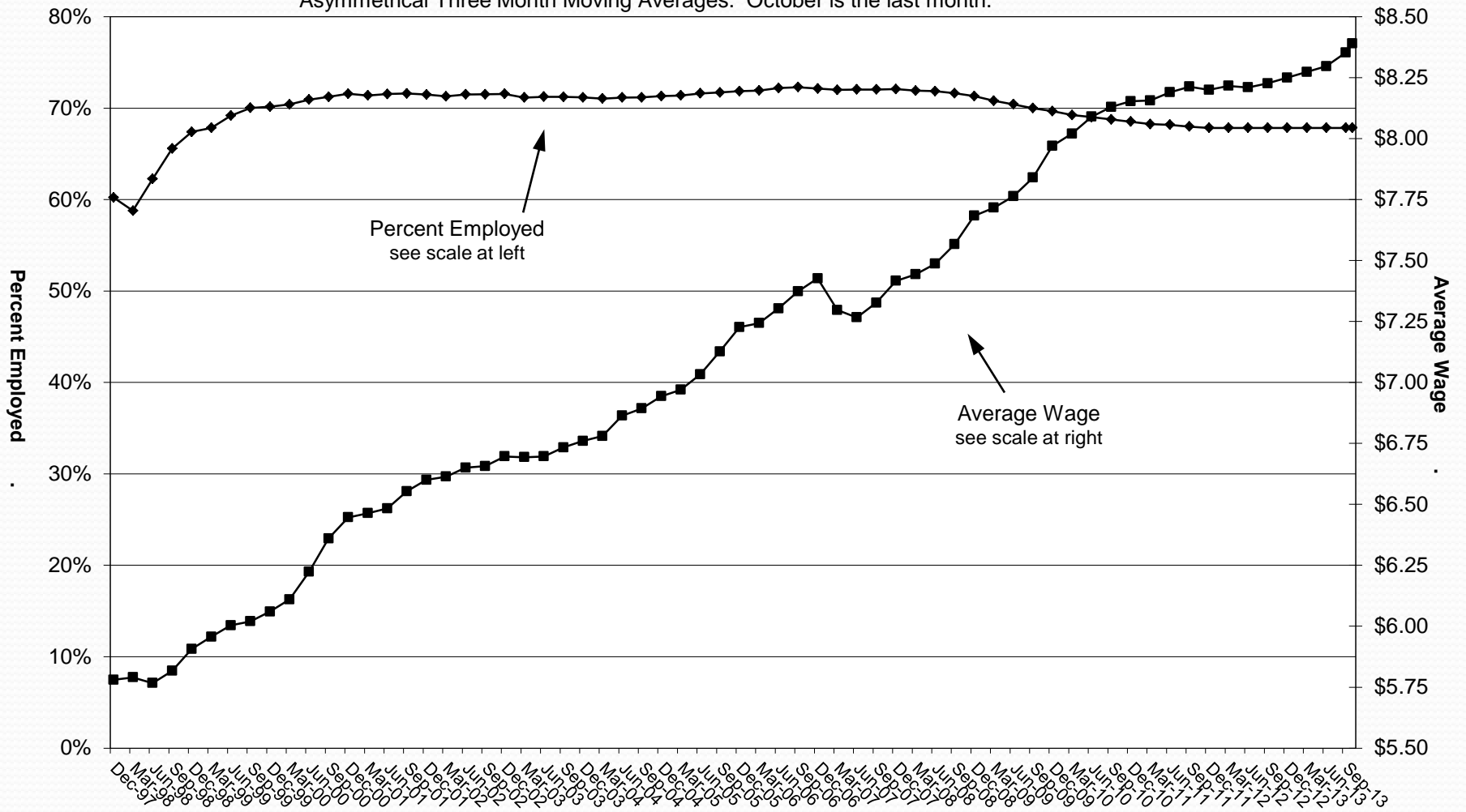
- Vocational Education and Training is training or education designed to prepare the participant for a specific trade, occupation, or vocation.
- Examples of activities are training in technology, business, and health sciences programs leading to certificates or associate degrees in the trades, information technology, medical equipment repair, accounting administration, medical assisting, and practical nursing, or to baccalaureate degrees in education, accounting, or business.
- By federal law, vocational education is limited to 12 months in a lifetime.

# Job Skills Training

- Job skills training is education or training that prepares an individual for employment, or job specific training required by an employer in order to obtain, keep, or advance in a specific job or occupation, or training needed to adapt to the changing demands of the workplace.
- Job skills training may include courses such as keyboarding, or computer literacy, or training in a specific software application.

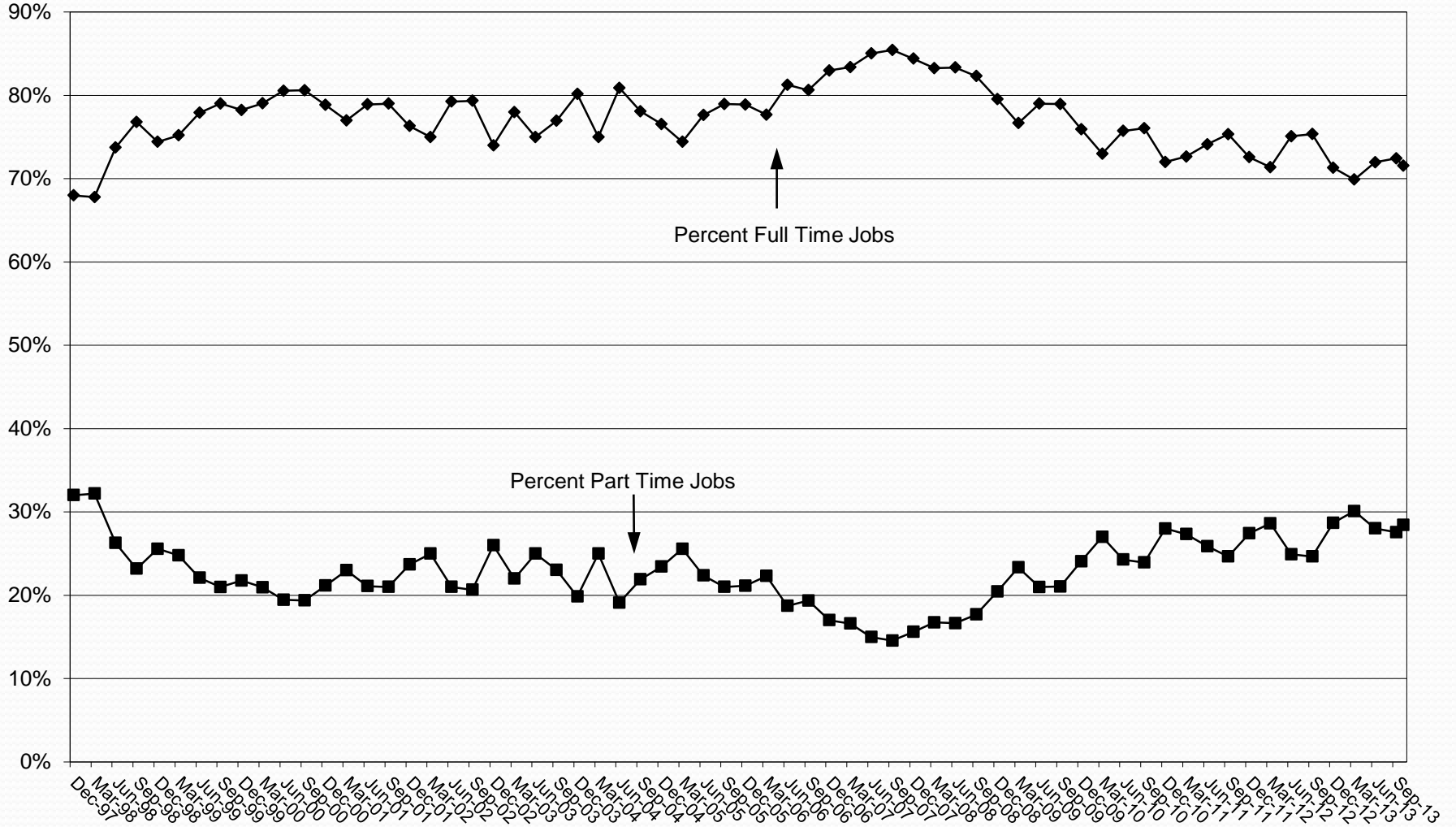
# VIEW Percent Total Employed and Average Wage at End of Month

Beginning in October 1997, the Month of VIEW Implementation Statewide  
Asymmetrical Three Month Moving Averages. October is the last month.



# Percent of Jobs Found During a Month That Were Full Time and Percent Part Time

Beginning in October 1997, the Month of VIEW Implementation Statewide  
 Asymmetrical Three Month Moving Averages. October is the last month





# SNAP Employment and Training

- SNAP recipients that don't receive TANF/VIEW and are able to work (Able-Bodied Adults Without Dependents) must be working or actively engaged in a work activity in order to receive SNAP unless they are exempt.
- ABAWDS who are not exempt and who are not working or engaged in a work activity, are time-limited to 3 months of SNAP in a 36 month period.
- Due to limited funding, SNAP-ET only operates in 25 local departments of social services.
- In federal fiscal year 2013, 6,492 SNAP recipients participated in the program.

# SNAP Employment and Training Work Requirements

- ABAWDs must be working or involved in a work activity at least 20 hours a week to maintain SNAP.
- Qualifying Work Activities Include:
  - Job Search provided through WIA and/or the TRADE ACT
  - Job Search Training provided through WIA or the TRADE ACT
  - Community Work Experience
  - Education
  - Vocational/Occupational Training

# Expanding Work Requirements to Medicaid

- A work requirement is currently not allowed under federal Medicaid law.
- Any plan to expand Medicaid that includes a work requirements will require federal approval.

# Expanding Work Requirements to Medicaid

- The Pennsylvania Medicaid expansion proposal will use the expansion money for private insurance plans, a concept the federal government approved in Arkansas, rather than expanding traditional Medicaid coverage.
- To encourage positive healthy outcomes and help individuals achieve independence, Pennsylvania will ask the federal government to allow for the plan to require job search and linkages to job training for all unemployed working-age Medicaid beneficiaries, with limited exceptions.

# Expanding Work Requirements to Medicaid

- Pennsylvania is using a two-tiered approach to promote work for newly eligible under their proposed Medicaid expansion.
  - Working individuals will receive a 15 percent premium reduction if they are employed between 20-29 hours for 6 months.
  - Individuals employed more than 30 hours a week for six months will receive a 20% reduction in premiums.

# Expanding Work Requirements to Medicaid

Unemployed individuals will be required to seek employment.

- The proposal will require able-bodied adults who are working 20 hours or less to meet certain work-search goals, including engaging in 12 job-searching activities each month.
  - Job-seekers would be expected to track their search activities for six months and then report them to the state.
  - Verification of the job searched would be through self-attestation.
- The requirement is projected to affect about 10 percent of the 500,000-600,000 individuals who will become newly eligible for the Medicaid expansion.
  - Pennsylvania estimates that they will need 700 new caseworkers statewide to handle the expansion population, including those needed to process work verifications.

# Things to Consider

- The Farm Bill, which reauthorizes the SNAP Program, contains a provision where SNAP would have to implement a TANF look-alike work program.
- A new population of job seekers could impact the TANF work participation rate.
- Failure to meet the TANF work participation rate will result in a \$16M federal sanction in the first year, increasing by 2 percent for each subsequent year.