



**WISCONSIN DEPARTMENT OF
CHILDREN AND FAMILIES**

**WISCONSIN'S
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES
STATE PLAN**

Plan Effective Date: October 1, 2015 – September 30, 2018

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References to the State Statutes: Sections A and B of this Plan include references to the Wisconsin Statutes. The statutes are available online at:

<http://legis.wisconsin.gov/rsb/stats.html>.

References to the Wisconsin Works (W-2) Manual: Sections A and B and Attachment 1 of this Plan include references to chapters of the W-2 Manual. The W-2 Manual is published on the Wisconsin Department of Children and Families (DCF) website at:

<http://dcf.wisconsin.gov/w2/manual/default.htm>.

References to the Emergency Assistance (EA) Manual: Sections A and B of this Plan include references to the EA Manual. The EA Manual is in the Wisconsin DCF website at:

http://dcf.wisconsin.gov/w2/EAManual/Production/EA_Manual.htm.

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA) requires the State of Wisconsin to submit this Temporary Assistance for Needy Families (TANF) State Plan to the U.S. Secretary of Health and Human Services to renew Wisconsin's eligibility for federal TANF funding. This Wisconsin TANF State Plan outlines how Wisconsin implements the TANF provisions in accordance with the requirements of the federal Department of Health and Human Services /Administration for Children and Families as stated in the United States Code at 42 U.S.C. 602(a)(1) through (7), (b) and (c). This Plan shows the U.S.C. provisions in bold italics.

Wisconsin provides several types of TANF programs, including the Wisconsin Works (W-2) program. The Department of Children and Families (DCF) administers Wisconsin's core TANF programs (W-2, other work programs, Kinship Care, and the Wisconsin Shares child-care subsidy program) and is responsible for the TANF state plan. DCF works closely with the other state departments that also administer TANF programs and services, including the Wisconsin Department of Administration (DOA), Wisconsin Department of Health Services (DHS), Wisconsin Department of Public Instruction (DPI) and Wisconsin Department of Revenue (DOR).

A. TANF General Provisions

- i. ***Program Assistance and Services (42 U.S.C. 602(a)(1)(A)(i))***
Outline how the State intends to conduct a program, designed to serve all political subdivisions in the State (not necessarily in a uniform manner), that provides assistance to needy families with (or expecting) children, and provides parents with job preparation, work and support services to enable them to leave the program and become self-sufficient.

Since 1997 Wisconsin has administered W-2, a welfare-to-work program, for low-income families. W-2 is based on work participation and personal responsibility. The program provides employment preparation services, case management, supportive services, and cash assistance to eligible families.

W-2 Contracts for Calendar Years 2013 through 2016

Key changes implemented in W-2 Contracts beginning with 2013 include:

- Payments are structured to incentivize W-2 Contractors to prepare and place participants in sustainable jobs.
- Contractors are paid for specific outcomes, not for allowable costs.
- Longer contracts between DCF and the W-2 Contractors create sustainable and stable long-term program outcomes and strengthen contract relationships.
- Management and oversight of participant cash benefits are administered directly by DCF so W-2 Contractors can focus on job activities without the fear of liability for cash benefits.
- DCF divided the state into ten geographical areas: four geographical areas in Milwaukee County, and six geographical areas in the balance of state (BOS). These larger service areas for W-2 Contractors have been established to achieve economies of scale in operations and more cost-effective and efficient program administration.

The 2013-2016 W-2 Contractors for each geographical area are:

- Ross Innovative Employment Solutions in Milwaukee Northern area;
- UMOS, Inc. in Milwaukee Southern area;

- America Works of Wisconsin, Inc. in Milwaukee East Central area;
- MAXIMUS Human Services, Inc. in Milwaukee West Central area;
- ResCare Workforce Services in BOS Southeast area;
- Forward Service Corporation in BOS Southwest area;
- Forward Service Corporation in BOS Northeast area;
- Forward Service Corporation in BOS North Central area;
- Workforce Resource, Inc. in BOS Northwest area; and
- Workforce Connections, Inc. in BOS Western area.

(See map in Appendix 1: W-2 Contractors and Geographical Areas Effective January 1, 2013.)

W-2 Program Goals and Assumptions

The primary goals of the W-2 program are to: help eligible parents prepare for, obtain, and keep unsubsidized employment; help parents provide for their families; and become self-sufficient members of the community in which they live. For eligible parents who cannot work for a long period of time due to significant disability, the W-2 program helps the parents apply for and receive Supplemental Security Income (SSI) /Social Security Disability Insurance (SSDI).

W-2 policies are guided by the following basic assumptions:

- Work is the best way for parents to support their families.
- Family income should improve when parents work.
- Consistent work is essential for parents to achieve economic stability.
- W-2-eligible parents are parents as well as job seekers.
- Eligible parents must be willing to participate in work or work-like activities in exchange for W-2 benefits.
- Families benefit from participating in W-2.
- W-2 matches the employment needs of parents with the needs of local employers.

Community Steering Committees

To strengthen the connection between the employment focus of W-2 and real employment opportunities in local areas, Wisconsin requires its contracted W-2 agencies to establish Community Steering Committees to identify and encourage employers to create work-experience opportunities, subsidized employment opportunities, and permanent unsubsidized jobs for W-2 participants. W-2 agencies are required to appoint to the committees at least one representative of business interests, and each county served by the W-2 agency must be represented on a steering committee by a member of the business community in that county or by a person from a city or county economic development department in that county. These committees are required to coordinate with local workforce investment boards and must appoint a chairperson that represents business interests.

W-2 Program Eligibility

There are five categories of individuals who may be eligible for W-2 services:

1. Individuals age 18 or older who are custodial parents of minor children;
2. Individuals age 18 or older who are Non-Custodial Parents (NCPs) of minor children and the subject of a child support order, if the custodial parent of the minor children is participating in W-2 or the Wisconsin Shares child care subsidy;
3. Individuals under age 18 who are custodial parents of minor children;
4. Pregnant women age 18 or older who are not custodial parents; and

5. Unmarried pregnant women age 18 or older who are in their third trimester of an at-risk pregnancy that results in their inability to work.

Custodial parents may be eligible for all W-2 services. Minor parents and NCPs may be eligible for W-2 case management services and Job Access Loans (JAL). An NCP may also be eligible for a monetary stipend for up to four months or a Trial Employment Match Program (TEMP) job. Pregnant women who are not custodial parents are eligible for case-management services. Those in their third trimester of an at-risk pregnancy that renders them unable to work may be eligible for cash assistance.

W-2 Program Financial and Non-financial Eligibility Requirements

Financial Eligibility Requirements

The W-2 group's income must be at or below one hundred fifteen (115) percent of the federal poverty level (FPL). The W-2 group's assets cannot exceed two thousand five hundred dollars (\$2,500), excluding the combined equity value of vehicles up to ten thousand dollars (\$10,000) and one home that serves as the homestead (Wis. Stat. §49.145(3)(a)).

Nonfinancial Eligibility Requirements

1. Custodial parent [Except NCPs are eligible for JALs, limited stipends, and TEMP placements]. Wis. Stat. §§49.145(2)(a), (3)(e), and (6)(e).
2. Age 18 or above. Wis. Stat. §49.145(2)(b).
3. U.S. Citizen or qualifying alien. Wis. Stat. §49.145(2)(c).
4. Residence in Wisconsin. Wis. Stat. §49.145(2)(d).
5. Cooperation in establishing paternity. Wis. Stat. §49.145(2)(f)1.a.
6. Cooperation in obtaining support payments. Wis. Stat. §49.145(2)(f)1.b.
7. Furnishes agency with relevant information. Wis. Stat. §49.145(2)(g).
8. Made good-faith effort to obtain employment, and searches for unsubsidized employment while application is processed, if required by W-2 agency. Wis. Stat. §§49.145(2)(h)-(hm), and Wis. Stat. §49.147 (2)(a).
9. Not receiving supplemental security income or state supplemental payments. Wis. Stat. §49.145(2)(i).
10. Not participating in a strike. Wis. Stat. §49.145(2)(j).
11. Applies for or has a social security number. Wis. Stat. §49.145(2)(k).
12. Reports changes in circumstances within 10 days. Wis. Stat. §49.145(2)(m).
13. Participation in W-2 does not exceed 48 months except when unusual circumstances warrant an extension. Wis. Stat. §49.145(2)(n).
14. No other member of W-2 group is participating in W-2. Wis. Stat. §49.145(2)(q).
15. Not a fugitive felon. Wis. Stat. §49.145(2)(r).
16. Not violating a condition of probation, extended supervision, or parole. Wis. Stat. §49.145(2)(rm).
17. Assigns to state any support or maintenance from any other person. Wis. Stat. §49.145(2)(s).
18. Identifies in writing whether s/he has been convicted of a drug felony. Wis. Stat. §49.145(2)(v).
19. Complies with other eligibility criteria established by the Department through administrative rule. Wis. Stat. §49.145(2)(L).
20. Not temporarily ineligible due to past refusal to participate while in a W-2 employment position. Such individuals are ineligible for W-2 for 3 months after the refusal to participate. Wis. Stat. §49.151 (1m).

21. Not ineligible due to receipt of child care assistance while residing with the child's other parent and that parent refuses to participate in prescribed work, training, or community-service activities. Wis. Stat. §49.15 and Wis. Stat. §49.151 (1m).

W-2 Program Services and Placements

The primary components of W-2 case management include screening and assessment, development of employment goals and an employability plan (EP), and participation in activities associated with the individual's assigned paid or unpaid placement. Case management is a dynamic process, and plans and activities are subject to changes to reflect additional information obtained during ongoing case management.

Screening and Assessment

Screening and assessment include informal assessment, educational needs assessment, the Barrier Screening Tool (BST), and formal assessment. The purpose of the informal assessment is to gather information about an individual and his or her family to determine the individual's ability to become employed and remain employed; services and activities necessary for the individual to become employed and remain employed; appropriate placement of a participant; need for further career assessment and planning; need for vocational evaluation; existence of potential disabilities or other specific limitations through screening with a validated screening tool; and need for a formal assessment of any disabilities or other employment barriers by a qualified assessing agency or individual. Informal assessment is an ongoing case management practice which starts during the W-2 application period and continues until the individual no longer receives W-2 services. (See W-2 Manual Chapter 5.)

Employability Plan

Every W-2 participant works with a Financial and Employability Planner (FEP) to develop an initial EP. The EP is developed through a collaborative process between the FEP and the applicant or participant taking into consideration the individual's personal strengths and barriers identified through assessment. It details what the individual will do to reach his/her employment goal (or goal to obtain SSI/SSDI) and what the W-2 program will do to assist in that effort. The EP also may include goals to help the participant meet basic and immediate family needs such as food, clothing, shelter, and health care. Meeting these needs helps the family to achieve and/or maintain economic stability. The EP is reviewed and updated at least once every six months, and may be updated more frequently if individual circumstances change. (See W-2 Manual Chapter 6.)

W-2 Program Paid and Unpaid Placements

The W-2 program has paid placements in which the participant receives a monthly benefit, a subsidized employment placement in which the participant receives a subsidized wage, and unpaid placements in which the participant receives case management services only. Every applicant and participant is assigned to a placement to meet his or her individual needs. The W-2 program has multiple placements to meet the needs of eligible parents with varying skills and circumstances.

W-2 Paid Placements

The W-2 program's paid placements are: Community Service Job (CSJ); W-2 Transition (W-2 T); Custodial Parent of an Infant (CMC); and At-Risk Pregnancy (ARP).

1. CSJ placements are for individuals who need to develop basic skills and work habits in a work training environment. Two-third, one-half and one-third time CSJ placements may be used for individuals already working part-time who need to develop additional skills

for full-time employment. CSJ participants are expected to complete 40 hours of activities per week but can be assigned fewer hours depending on the participant's circumstances. Of these 40 hours, up to 10 hours per week can be in education and training activities. CSJ work training hours countable toward the maximum 40 hours of activity as approved by the FEP may include:

- Work experience;
- Training activities conducted at the CSJ work training site;
- Other assigned work training activities, such as:
 - Job search activities;
 - Vocational rehabilitation; and
 - Meetings with child support agency staff, social workers, health care professionals or other meetings approved by the FEP and necessary to prepare a participant for employment.

2. W-2 T placements are for individuals who are unable to perform independent, self-sustaining work because of domestic abuse, functional limitations, disability, or family barriers. Based on the results of the assessment the participant may be assigned up to 40 hours per week in activities, which may include work training, other W-2 T activities, and education and training. Examples of W-2 T work-training activities approved by the FEP may include:
 - Community rehabilitation program - a program that provides directly, or facilitates the provision of, vocational rehabilitation to individuals with disabilities and that enables an individual with a disability to maximize opportunities for employment. Services may include vocational assessment, job readiness training, job placement and on-the-job support targeted at individuals with disabilities. Assignable activities will vary depending on the focus of the program, but may include:
 - Disability and Learning Assessment;
 - Career Planning & Counseling;
 - Employment Search;
 - Mentoring/Coaching;
 - Job Readiness/Motivation;
 - Occupational Testing;
 - On-The-Job Training;
 - Paid Work Experience in the public sector, not funded by TANF;
 - Work Experience;
 - Activities similar to a CSJ, but with more supervision; or
 - Volunteer activities.
3. CMC placements are for individuals who are the custodial parent of an infant who is eight weeks old or younger. Participants in this placement are not assigned to activities; however, they are encouraged to volunteer for activities that will help them prepare for work and the demands of being a parent.
4. ARP placements are for unmarried women who are in the third trimester of an at-risk pregnancy that results in their being unable to work, and who meet all W-2 eligibility criteria except that they are not a custodial parent of a dependent child. Participants in this placement are not assigned to activities; however, they may volunteer, with medical approval, for activities that will help them prepare for work and the demands of being a parent

W-2 Subsidized Employment Placement

The W-2 program's subsidized employment placement is the Trial Employment Match Program (TEMP) job placement.

TEMP job placements are for individuals who have some basic employment skills but still need some assistance and work experience to succeed in unsubsidized employment. Wisconsin is in the process of implementing this placement, anticipating piloting it in 2016 by targeting W-2 participants who have been with the program twelve (12) months, with the most recent six (6) in a CSJ or W-2 T, and as a result are ready for transitioning to a subsidized placement. Based on the number of participants with these characteristics, Wisconsin plans to solicit proposals from W-2 agencies to use the placement initially in several urban counties and one less-urban county. There will be two TEMP placements: TEMP for custodial parents (CPs) and TEMP for noncustodial parents (NCPs). The NCP TEMP program is an exception to the general requirement that W-2 participants be CPs. An NCP that is cooperating with child support and shares a child in common with a CP who is in W-2 or receiving a Wisconsin Shares child-care subsidy (due to participation in other qualifying activities, typically unsubsidized employment), is eligible for a single TEMP job and enhanced case management, including a monetary stipend for up to 4 months. At the same time, Wisconsin plans to expand its Transitional Jobs subsidized employment program outside W-2. The W-2 NCP TEMP program will be implemented in areas that do not overlap with the Transitional Jobs program.

W-2 Unpaid Placements

The W-2 program's unpaid placements are: Case Management for Job Ready Individuals (CMJ); Case Management for Unsubsidized Employment (CMU); Case Management Follow Up (CMF); Case Management for Non-Custodial Parents (CMN); Case Management for Minor Parents (CMM); Case Management for Pregnant Women (CMP); and Case Management Denied (CMD).

1. CMJ placements are for unemployed individuals who are able to find and keep employment. The goal of the CMJ placement is to rapidly connect individuals who are job ready to employment. CMJ participants are generally assigned to job search, career planning, and job readiness/motivation activities.
2. CMU placements are for employed applicants who do not have any barriers to full-time employment and meet the W-2 nonfinancial and financial eligibility requirements. The goal of CMU is to give participants the assistance they need to stay employed and advance in their careers.
3. CMF placements support job retention for at least twelve (12) months for on-going W-2 participants who progress from a paid placement to unsubsidized employment. CMF activities encourage participants to stay employed and advance in their careers.
4. CMN placements are for NCPs of children whose CP is either participating in W-2 or receiving subsidized child care assistance. CMN activities may include employment search, job retention services, career advancement services, and education and training. A stipend may be paid to NCPs who are unemployed and participating in education and training.
5. CMM placements are for custodial minor parents. Case management services include providing individuals with information on family planning services, available child care services to enable the individual to complete school, employment and training services, and eligibility for other programs, including medical assistance and nutrition programs.
6. CMP placements are for pregnant women who do not have custody of any children. Activities include job search, child care related activities, and activities designed to reduce barriers to employment. Once the child is born, the participant may be eligible for

the paid CMC placement, discussed above. CMPs typically transition to the CMC placement after the birth of the child.

7. CMD placements are for individuals who have reached their W-2 time limit and are no longer eligible for a W-2 paid placement. Activities include help to match the individual to employment, to connect the individual and family to services in the community, and to reassess on a monthly basis whether the individual is eligible for an extension.

(See W-2 Manual Chapter 7.)

Time Limits

The maximum period of participation in a TEMP, CSJ, or W-2 T placement is limited to twenty-four (24) months for each placement. Under provisions of 2015 Wisconsin Act 55, Wisconsin is changing its maximum lifetime limit of sixty (60) months for W-2 participation to forty-eight (48) months. DCF estimates this will be fully implemented in October 2016. Extensions of the twenty-four (24) month limit may be made on a limited basis when barriers exist that prevent employment. (See W-2 Manual, Chapter 2.) W-2 agencies may grant extensions of the 48-month lifetime limit for an individual if they determine that an individual is experiencing hardship or that the individual's family includes a member who has been battered or subjected to extreme cruelty. The department is required to promulgate an administrative rule that defines the term "hardship." The legislation also provides that DCF may allow individuals who were participating in W-2 on the effective date of the new limit to remain for an appropriate time beyond 48 months in order to allow for transition out of W-2.

W-2 Related Programs

In addition to the W-2 program, W-2 agencies administer the "related programs" of Contracted Child Care, Emergency Assistance (EA), JALs, and Refugee Cash Assistance (RCA) to help eligible parents provide for their families.

1. Contracted Child Care provides short-term child care at the W-2 agency locations or through contracted slots at a regulated child care provider to ensure children are in a quality child care setting while their parents are accessing services at the W-2 agency.
2. EA provides funding to families that meet all EA eligibility requirements including experiencing a current emergency due to homelessness, impending homelessness, energy crisis, fire, flood, or natural disaster. (See EA Manual.)
3. JALs are short-term, interest-free loans to meet immediate and discrete expenses related to obtaining or maintaining employment. (See W-2 Manual Chapter 17.)
4. RCA is a time-limited program for low income refugees who do not meet W-2 eligibility criteria. A parallel benefit is the Refugee Medical Assistance (RMA) program for those who do not meet Medicaid eligibility criteria. (See W-2 Manual Chapter 18.) Note: Wisconsin funds RMA with funding other than TANF or TANF maintenance of effort (MOE).

Many of Wisconsin's TANF programs use a percentage of the FPL to define eligible needy families. While each program has its own standards, none exceed three hundred (300) percent of the FPL. The applicable program description indicates when an alternate measure of neediness is used.

Wisconsin's Other Programs and Services

1. In addition to W-2 and the Related Programs described in this section, Wisconsin supports other TANF programs and services described in Attachment 1.

2. In addition to Wisconsin's other TANF programs and services, Wisconsin supports a number of non-TANF programs and services, described in Attachment 2, that assist needy families and children.

ii. **Work Requirements (42 U.S.C. 602(a)(1)(A)(ii))**

Outline how the State intends to require a parent or caretaker receiving assistance under the program to engage in work (as defined by the State) once the State determines that the parent or caretaker is ready to engage in work, or once the parent or caretaker has received assistance under the program for 24 months (whether or not consecutive), whichever is earlier, consistent with section 607(e)(2).

W-2's goal is to connect parents with appropriate work or work training as soon as possible. A W-2 participant is placed in the highest possible employment or work-training level according to ability and is expected to move up to the next appropriate level at the earliest opportunity. Unsubsidized employment is the goal for most W-2 participants, and applicants may be required to search for unsubsidized employment while their applications are pending. The EP includes the specific program activities for the W-2 participant to achieve employment. These program activities focus on the participant's employment, family, and personal needs identified in assessments and screenings. (See W-2 Manual Chapter 6 and W-2 Manual Appendix on Activity Codes.)

Ongoing Case Management and Supportive Services

The W-2 FEP provides ongoing case management for the W-2 participant, including periodic reassessment of the current placement based on circumstances at the time. The FEP works with the W-2 participant to assist in addressing family and work-related needs before situations result in a family crisis, nonparticipation in program activities, and/or loss of employment. The FEP provides information necessary to connect applicants/participants with supportive services available within the agency as well as other resources in the community. Supportive services may include housing, child care, transportation, family health care, economic supports, household budgeting, employment support needs such as work connection and retention services, and other needs identified by the participant that impede the participant's ability to find and retain a job. (See W-2 Manual Chapter 7.)

W-2 Employment positions (Work Training or Subsidized Employment placements)

The W-2 FEP may offer the W-2 applicant a work training placement (CSJ or W-2 T), or upon implementation anticipated to begin in 2016, a TEMP subsidized-employment placement, if the applicant's good-faith attempts to obtain employment have been unsuccessful, or if the W-2 agency determines that the applicant is not prepared for unsubsidized employment. While participating in a work training placement, the W-2 participant may be required to continue appropriate ongoing employment search with the assistance of the W-2 agency.

W-2 Education and Training

W-2 emphasizes that education and training are a pathway to meaningful employment, rather than an alternative to employment. Combining work or work training activities with short-term education and training at a minimum prepares participants for entry-level employment. W-2 agencies may coordinate with the Technical College system or other educational programs to provide a variety of Adult Basic Education opportunities including literacy skills and remedial math and reading courses. (See W-2 Manual Chapter 8.)

Required Hours of Participation

W-2 participants are required to participate in up to forty (40) hours of assigned activities per week. The number of assigned hours depends on the participant's circumstances. For CSJ participants, within the up to forty (40) hours per week of assigned activities, up to ten (10) hours per week may be in education and training activities. For W-2 T participants, within the up to forty (40) hours per week of assigned activities, up to twelve (12) hours per week may be in education and training activities.

Performance Outcomes

The performance outcomes, stated in the W-2 Contracts for the period starting January 1, 2013, reinforce that the focus of W-2 agencies is to put participants to work, find participants higher paying jobs, and assist participants in maintaining long-term employment.

Work Verification Plan

Wisconsin's TANF Work Verification Plan addresses countable work activities, hours engaged in work, procedures for identifying work-eligible individuals, etc. See Wisconsin's TANF Work Verification Plan at:

http://dcf.wisconsin.gov/w2/rfp/2013/attachments/work_verification_plan.pdf.

Learnfare Case Management Services

Learnfare, a component of the W-2 program, requires W-2 participants to enroll their school-age children in school. Learnfare also requires minor parents, habitual truants, dropouts, and returning dropouts to participate in case management. 2015 Wisconsin Act 55 extended the requirement to participate in case management to children whose parents were assigned to a CSJ, W-2 T, or TEMP placement but were unable to participate in required activities due to the child's school-related problems. Learnfare case management focuses on services to maintain school enrollment, improve school attendance, and prepare children for a career. (See W-2 Manual Chapter 16.)

Employment Transportation Services

Wisconsin has made it a priority to work with job seekers, employers, and local service providers to address transportation needs for low income families. (See W-2 Manual Chapter 19.)

W-2 Two-Parent Household Participation

W-2 philosophy strongly emphasizes the responsibility both parents have to care for and support their children. (See W-2 Manual Chapter 14.)

iii. Work Activities (42 U.S.C. 602(a)(1)(A)(iii))

Outline how the State intends to ensure that parents and caretakers receiving assistance under the program engage in work activities in accordance with section 607.

Intensive Case Management

To ensure that parents eligible for W-2 are engaged in work activities, the W-2 program provides intensive case management and supportive services, such as child care, transportation, housing, and other services that address the parent's family and work-related needs. The W-2 program encourages parents to engage in work activities by providing strengths-based and family-centered services that are consistent with the parents' interests and goals. Parents may be assigned to participate in work activities as a condition of

receiving benefits. W-2 agencies include parents in the decision making process to identify appropriate work activities. (See W-2 Manual Chapter 1.) W-2 agencies also encourage parents to engage in work activities by tracking the eligible parents' time limits and discussing the impact of time limits with applicants and eligible parents. (See W-2 Manual Chapter 2.)

W-2 agencies meet with each eligible parent to review assigned activities and the parent's progress toward meeting the established goals. W-2 agencies also complete an EP review with each eligible parent as often as necessary based on the eligible parent's circumstances. The W-2 agencies consider the parent's progress in assigned activities in the agencies' future decisions regarding placement and activity assignment. (See W-2 Manual Chapter 6.)

W-2 agencies verify and track a parent's attendance in assigned activities based on Wisconsin's TANF Work Verification Plan. (See W-2 Manual Appendix on TANF Work Participation Requirements.) See Wisconsin's TANF Work Verification Plan at: http://dcf.wisconsin.gov/w2/rfp/2013/attachments/work_verification_plan.pdf.

Penalties/Payment Reductions

CSJ and W-2 T participants must participate in all assigned work training activities or education and training activities outlined in the EP. Payments for CSJ and W-2 T participants who fail to participate in assigned activities are reduced for hours missed without good cause. To encourage parents to engage in work activities, the W-2 program requires parents to notify the W-2 agency of the reason for the parent missing any assigned W-2 activity. The W-2 agency determines if a parent's reason for missing an assigned activity meets a W-2 good-cause reason based on good-cause policy. If the parent misses an assigned activity without good cause, the W-2 agency applies an hourly payment reduction for each instance. (See W-2 Manual Chapter 11.)

Refusal to Participate

A W-2 participant assigned to a W-2 employment position (CSJ, W-2 T, or TEMP position) may become ineligible for any facet of W-2 for three (3) months if, without good cause as determined by the Department, the W-2 participant refuses to participate in assigned activities, fails to appear for an interview with a prospective employer (including a sponsor of work experience or subsidized employment), voluntarily leaves employment or training activities or a work-experience site without good cause, is discharged from employment or training or a work-experience site for cause, or demonstrates through other behaviors or actions defined by the Department through administrative rule that he or she refuses to participate. Additionally, a W-2 participant may become ineligible if residing with the other parent of a child and receiving child care assistance, if the other parent is neither disabled nor caring for a severely disabled child and the other parent refuses to work in subsidized or unsubsidized employment or other work-experience, job-training, or community-service activities prescribed by the Department.

Intentional Program Violations

The penalties for intentional program violations (IPVs) help ensure parents provide accurate information about their work activities to W-2 agencies.

Wisconsin Statutes section 49.001(3m) defines an intentional program violation as: "... intentionally making a false or misleading statement, intentionally misrepresenting or withholding facts, or intentionally committing any act that constitutes a violation of state or

federal law for the purpose of using, presenting, transferring, acquiring, receiving, possessing, or trafficking benefits under this chapter.”

An individual who applies for or receives benefits under W-2, Wisconsin Shares Child Care, EA, and/or JALs and commits an intentional program violation for the purpose of establishing eligibility, maintaining eligibility, or increasing benefits, will be denied benefits as follows:

- For six months for the first intentional program violation;
- For one year for the second intentional program violation; and
- Permanently for the third intentional program violation.

iv. Confidentiality (42 U.S.C. 602(a)(1)(A)(iv))

Outline how the State intends to take such reasonable steps as the State deems necessary to restrict the use and disclosure of information about individuals and families receiving assistance under the program attributable to funds provided by the Federal Government.

Existing Wisconsin statutes and W-2 policy restrict the use and disclosure of information about individuals and families receiving assistance under the program. W-2 policy restrictions on the use and disclosure of information about individuals and families focus on when disclosure is necessary for administration of the W-2 program or law enforcement purposes. (See W-2 Manual Chapter 4.) In addition, DCF restricts access to data stored in CARES, Wisconsin's eligibility determination and case management system, by requiring state authorized access to the system depending upon each user's job responsibilities. See the DCF Information Technology Security Management Policy at:

http://dcfweb/policy_manual/700/doc/701.doc.

v. Prevention and Reduction of Out-of-wedlock and Adolescent Pregnancies (42 U.S.C. 602(a)(1)(A)(v))

Outline how the State intends to establish goals and take action to prevent and reduce the incidence of out-of-wedlock pregnancies, with special emphasis on teenage pregnancies, and establish numerical goals for reducing the illegitimacy ratio of the State (as defined in section 603(a)(2)(C)(iii)).

The W-2 program and the programs referenced in this section include TANF-funded programs and services that have established goals and take actions to prevent and reduce the incidence of out-of-wedlock pregnancies, with special emphasis on adolescent pregnancy prevention, adolescent parent self-sufficiency, adolescent pregnancy counseling, and adolescent parenting skills. In addition, Wisconsin provides funding for other services, which coordinate with the TANF services, to prevent unintended pregnancies.

W-2 Program's Prevention and Reduction of Out-of-wedlock and Unintended Pregnancies

Although minor parents living outside of an adult-supervised living arrangement are not eligible to receive a W-2 payment, W-2 agencies are required to provide case management services to minor parents (both male and female parents), regardless of their income, assets, or living arrangement. These case management services are required to include discussions of family planning, career planning, and parenting skills.

In addition, the following design of the W-2 program implements Wisconsin's goals to prevent and reduce out-of-wedlock pregnancies in the population served by W-2:

1. Flat grants: W-2 provides payments based on participation, not family size.
2. Family cap: W-2 does not treat parents who have additional children while on assistance differently for W-2 time limits. Parents caring for a child who is younger than eight weeks old may be eligible to receive a monthly payment for their living expenses that does not include a work requirement. However, parents receiving such payments are exempt from the state sixty (60) month time limit only if the child is born less than ten months after the individual was first determined eligible for W-2 or if the birth was the result of sexual assault or incest.
3. Case management: W-2 FEPs may counsel participants to delay subsequent births or provide referrals to family planning services. FEPs assist participants in making choices about their career and family, make appropriate referrals based on the family's needs, and encourage the use of resources available to families. Each W-2 agency maintains a list of family-planning referral agencies and health care providers which is available to all customers.

Pregnancy Prevention Activities

DCF has been considering requiring FEPs to ensure that every teen mother (age 13 through 19) who is in an adult-headed assistance group, or who heads an assistance group, receives a referral for family-planning services, aimed at reducing the incidence of successive out-of-wedlock pregnancies in this age group. However, due to insufficient data, DCF has not been able to implement this plan as of the submittal of this TANF State Plan.

Child Support Prevention Curriculum

In 2013, DCF implemented a new program titled "What's the Rush?". This program for junior-high and high school students includes interactive discussion with integrated videos about the challenges and consequences of having a child before a young person is able to support a family. The program is designed to prevent and reduce out-of-wedlock pregnancies by getting teens to think about how the responsibility to care for a child would affect their daily lives and their future plans.

This new program was piloted through four county Child Support Agencies (CSAs) working collaboratively with local high schools. In December 2013, the DCF Bureau of Child Support wrote to each of the seventy-one (71) county CSAs encouraging the CSAs to work with the local junior-high and high schools to present the program in the local schools, providing a letter for each CSA to send to the local schools with a link to the "What's the Rush?" program. Each school determines how to best implement the program locally.

Boys and Girls Club

DCF provides grants to the Boys and Girls Clubs of America operating in Wisconsin to provide services that improve the social, academic, and employment skills of low-income at-risk youth. Families that meet income-eligibility requirements for the free and reduced-price school lunch program may participate in a full range of services.

The Boys and Girls Clubs' Skills Mastery and Resistance Training (SMART) curricula focus on helping youth develop healthy attitudes and responsible behaviors that lead to: abstinence from sexual involvement and substance abuse, positive relationships free of violence and abuse; and overall health. SMART presents topics and uses different approaches based on the gender and age of the participants.

Brighter Futures

Under the administration of DCF, the Brighter Futures program awarded grants to private nonprofit and public agencies in Milwaukee County, and county social services agencies in other counties. These grants funded programs for the prevention of out-of-wedlock pregnancy, youth violence, substance use and abuse, and child abuse and neglect, also include a mission to promote adolescent self-sufficiency for pregnant adolescents and adolescents who are parents. Brighter Futures supports positive youth development and prevention programs in high-risk communities and high-poverty neighborhoods. Programs serve infants, children, youth, and families, and focus on increasing adolescent functioning by encouraging high school graduation, vocational preparedness, improved social and other interpersonal skills, and responsible decision-making.

Healthiest Wisconsin 2020 Plan

DHS, in coordination with DPI and DCF, developed the following strategies for Wisconsin to address adolescent pregnancy prevention: encourage and promote delayed sexual activity; and provide access to confidential contraceptive and related reproductive health services. These strategies are consistent with the Healthiest Wisconsin 2020 Plan, the current State Public Health Plan.

The Healthiest Wisconsin 2020 Plan highlights the importance of: reproductive and sexual health; comprehensive sex education; and better access to clinical services to reduce the rates of adolescent and unintended pregnancies. Wisconsin established three statewide goals to reduce rates of unplanned pregnancies, especially adolescent pregnancies:

1. Establish a norm of sexual health and reproductive justice by measuring the percentage of sexually active high school students who reported that they or their partner had used a condom during their last sexual intercourse (Youth Risk Behavior Survey [YRBS]);
2. Establish social, economic, and health policies that improve equity in sexual health and reproductive justice; and
3. Reduce the disparities in reproductive and sexual health experienced among populations of different races, ethnicities, sexual identities and orientations, gender identities, and educational or economic status as measured by HIV/STD Surveillance and YRBS data.

See Healthiest Wisconsin 2020 at: <http://www.dhs.wisconsin.gov/hw2020/>.

Medicaid Family Planning Services

DHS administers Family Planning Only Services, which is a Medicaid-funded program for persons aged fifteen (15) years and older who:

1. Have income that does not exceed three hundred (300) percent of the FPL; and
2. Are not eligible for full benefits from Medicaid or BadgerCare, Wisconsin's health services for low-income families.

The Medicaid Family Planning Services provide selected family-planning services, including free contraceptive services and supplies, initial family planning office visits, tests for abnormal cervical cells (Pap tests), and tests and treatment for sexually transmitted diseases.

Illegitimacy Ratio

As defined previously in section 403(a)(2)(C)(iii) of the Social Security Act and defined currently in 45 Code of Federal Regulations (C.F.R.), Chapter II, Part 283, section 283.2, Wisconsin's illegitimacy ratio was: 0.33 in 2005, 0.34 in 2006, 0.36 in 2007, 0.37 in 2008,

0.38 in 2009, 0.37 in 2010, 0.36 in 2011, 0.37 in 2012, and 0.36 in 2013. The source of this data is DHS, Division of Public Health, Bureau of Health Information and Policy, Wisconsin Interactive Statistics on Health (WISH) data query system. The data is from the Birth Counts Module, last updated October 2014. The WISH data query system is at:

<http://dhs.wisconsin.gov/wish/>.

Scholarships for Low-Income Students

The Wisconsin Higher Education Aids Board administers grant programs to assist students from financially needy families attending Wisconsin's public and private, non-profit technical colleges, colleges, and universities. Higher levels of educational achievement are associated with reduced rates of non-marital pregnancy.

Wisconsin believes our strengths-based approach of promoting individual and relationship well-being is essential to Wisconsin's goal of reducing out-of-wedlock pregnancies and the illegitimacy ratio through the programs and services referenced in this section.

- vi. ***Prevention of Statutory Rape and Other Sexual Assault (42 U.S.C. 602(a)(1)(A)(vi))***
Outline how the State intends to conduct a program, designed to reach State and local law enforcement officials, the education system, and relevant counseling services, that provides education and training on the problem of statutory rape so that teenage pregnancy prevention programs may be expanded in scope to include men.

DCF, DPI, and DHS in partnership with the Wisconsin Coalition Against Sexual Assault (WCASA) and the Department of Justice (DOJ), work cooperatively to prevent statutory rape, other sexual assault, and adolescent pregnancies. These education and training services, in addition to other services, are designed to reach various professions, including state and local law enforcement officials, the education system, and relevant counseling services ranging from prevention to enforcement based on the needs identified by Wisconsin's communities.

Over the years Wisconsin's adolescent sexual assault prevention and adolescent pregnancy prevention services have evolved to a strengths-based focus on promoting well-being, healthy relationships, sexual health, and self-esteem. The scope for these services includes both males and females.

An example of services implemented across Wisconsin Departments includes DPI's collaboration with DHS and DOJ to create and post an electronic publication describing the circumstances under which educators are required to report sexual activity among adolescents as possible child abuse.

Comprehensive services across professions include implementation of the Wisconsin Statutes requirement that Child Protective Services (CPS) agencies refer all cases of suspected or threatened child sexual abuse to law enforcement. Local law enforcement agencies and CPS coordinate the planning and execution of the investigation of the report. Any law enforcement agency that determines that criminal action is necessary refers the case to the District Attorney for criminal prosecution. The CPS Access and Initial Assessment Standards describe the statutory requirements and practice guidelines for CPS agencies to enhance collaboration with law enforcement agencies in response to reports of sexual abuse, as well as reports of other forms of child maltreatment. (See the DCF CPS Access and Initial Assessment Standards at:

http://dcf.wisconsin.gov/wisacwis/knowledge_web/administration/memos-and-standards.htm.)

**vii. Prevention of Access to Assistance in Electronic Fund Transactions
(42 U.S.C. 602(a)(1)(A)(vii))**

Outline how the State intends to implement policies and procedures as necessary to prevent access to assistance provided under any electronic fund transaction in an automated teller machine or point-of-sale device located in a place described in section 408(a)(12), including a plan to ensure that recipients of the assistance have adequate access to their cash assistance.

Wisconsin issues payments via paper check or via Electronic Funds Transfer (direct deposit into participants' bank accounts). In order to prevent access of TANF funded assistance under any electronic funds transfer in prohibited locations, Wisconsin has: 1) published an operations memo informing its W-2 Agencies of prohibited locations and transactions; 2) included a flyer, available in English, Spanish, or Hmong, as part of the application and eligibility-review processes to ensure that the FEP discusses the information with participants; and 3) mailed a notice October 2014 to all then-current W-2 participants (who would not have received the brochure at intake) informing them of the prohibited locations for using their benefits.

viii. Access to Assistance with No or Minimal Fees/Charge (42 U.S.C. 602(a)(1)(A)(viii))
Outline how the State intends to ensure that recipients of assistance provided under the State program funded under this part have access to using or withdrawing assistance with minimal fees or charges, including an opportunity to access assistance with no fee or charges, and are provided information on applicable fees and surcharges that apply to electronic fund transactions involving the assistance, and that such information is made publicly available.

As stated in A.vii above, Wisconsin issues payments via paper check or via Electronic Funds Transfer (direct deposit into participants' bank accounts). W-2 Policy requires the FEP to discuss the possible fees that may be associated with Electronic Funds Transfer with the participant before the participant signs the Electronic Funds Transfer form, which is required to provide bank routing information. (See W-2 Manual Section 10.4.1.) By signing the Electronic Funds Transfer form, the participant also acknowledges that their W-2 worker talked to them about the possible monthly fees, customer service fees, inactivity fees, and paper statement fees. If a participant is chronically overdrawn or owes fees associated with their negative account balance, the participant may choose to receive their payment via paper check.

B. TANF Special Provisions

i. Residence (42 U.S.C. 602(a)(1)(B)(i))
Indicate whether the State intends to treat families moving into the State from another State differently than other families under the program, and if so, how the State intends to treat such families under the program.

Wisconsin does not treat families moving into the state from another state differently from other families under the program; however, it does verify the amount of time in the TANF program in the other state to assure compliance with the lifetime time limit on receipt of TANF.

- ii. ***Citizens and Non-citizens (42 U.S.C. 602(a)(1)(B)(ii))***
Indicate whether the State intends to provide assistance under the program to individuals who are not citizens of the United States, and if so, include an overview of such assistance.

Wisconsin does not provide assistance under the program to individuals who are not citizens of the United States or are not qualified non-citizens. Eligible individuals who are qualified non-citizens receive the same assistance through W-2 and EA as citizens of the United States. W-2 policy is consistent with federal and state definitions and other laws regarding qualified non-citizens. (See W-2 Manual Chapters 2 and EA Manual Chapter 4.)

- iii. ***Administrative Reviews (42 U.S.C. 602(a)(1)(B)(iii))***
The State sets forth objective criteria for the delivery of benefits and the determination of eligibility and for fair and equitable treatment, including an explanation of how the State will provide opportunities for recipients who have been adversely affected to be heard in a State administrative or appeal process.

Wisconsin has established objective criteria for the delivery of benefits, determination of eligibility and for fair and equitable treatment. Wisconsin's objective criteria for the delivery of benefits include:

- Maximum payment amounts for W-2 program placements;
- Payment issuance;
- Electronic Funds Transfer;
- Overpayment recovery; and
- Payment reductions.

(See W-2 Manual Chapters 10 and 11 and information on Penalties/Payment Reductions within section **A.iii.** above.)

Wisconsin's objective criteria for the establishment of eligibility include nonfinancial and financial eligibility. (See W-2 Manual Chapters 2 and 3 and information on W-2 Eligibility within section **A.i.** above.)

Due to the variety and needs of each of the TANF programs in this Plan, there are different complaint resolution processes for program eligibility and participation. For TANF programs within DCF, there generally is an informal step first to resolve the issue quickly and with cooperation. When this process does not resolve the issue, there is a formal resolution process. (See W-2 Dispute Resolution Process below.) For TANF programs provided by other Wisconsin Departments, each Department has its own complaint resolution process.

Labor Standards

Fair and equitable treatment of W-2 participants is addressed by the labor standards for all W-2 employment and work training sites (for TEMP, CSJs, and W-2 Ts) and require compliance with all federal, state, and local laws, ordinances, and regulations affecting W-2 participants, including requirements for safe and healthy work environments. (See W-2 Manual Chapter 9.)

W-2 Dispute Resolution Process

There are two levels of review under the W-2 Dispute Resolution process: 1) a Fact Finding Review; and 2) a Departmental Review.

The purpose of the Fact Finding Review is to resolve disputes for applicants and participants who disagree with a W-2 agency's decision. This includes decisions regarding all W-2 services, including Learnfare, JALs, and EA. An individual or a W-2 agency may request a Departmental Review if either disagrees with a Fact Finding decision.

(See W-2 Manual Chapters 12 and 15.)

Civil Rights, Affirmative Action, and Complaint Resolution

Each W-2 agency must meet Civil Rights Compliance and Affirmative Action requirements, which include processes for resolution of complaints.

The Wisconsin Departments and/or their provider agencies administer all of the state programs included in this Plan. These Departments are DCF, DOA, DHS, DPI, and DOR. All of these Departments and their provider agencies are required to meet state and federal Civil Rights Compliance and Affirmative Action requirements. (See W-2 Manual Appendix on W-2 Agency Civil Rights Obligation.)

iv. Work Requirements (42 U.S.C. 602(a)(1)(B)(iv))

Not later than 1 year after the date of enactment of this section, unless the chief executive officer of the State opts out of this provision by notifying the Secretary, a State shall, consistent with the exception provided in section 607(e)(2), require a parent or caretaker receiving assistance under the program, who, after receiving such assistance for 2 months is not exempt from work requirements and is not engaged in work, as determined under section 607(c), to participate in community service employment, with minimum hours per week, and tasks to be determined by the State.

Wisconsin requires W-2 participants not exempt from work requirements due to temporary incapacitation to engage in work activities beginning the first month of assistance. A.ii., "Work Requirements," above addresses Wisconsin's requirements for a parent or caretaker receiving assistance under the program to engage in work.

v. Elder Care (42 U.S.C. 602(a)(1)(B)(v))

Indicate whether the State intends to assist individuals to train for, seek, and maintain employment:

- (I) Providing direct care in a long-term care facility (as such terms are defined under section 2011); or***
- (II) In other occupations related to elder care determined appropriate by the State for which the State identifies an unmet need for service personnel, and, if so, shall include an overview of such assistance.***

The W-2 program provides assistance to eligible individuals to train for, seek, and maintain employment that includes providing direct care in a long-term care facility (as terms are defined for the TANF program under section 1397j of Title IV-A of the Social Security Act). The W-2 program's job skills training, work experience, and job retention services provided for TEMP, CSJ, and W-2 T participants often include training and employment services for Certified Nursing Assistants (CNAs), home health aides, and other personal and health care aide positions. The W-2 program's case management services provide ongoing employment

retention services for positions that include CNAs, home health aides, and other personal and health care aides.

DCF will coordinate with DHS's Bureau of Aging and Disability Resources and the Department of Workforce Development to plan for and help address Wisconsin's anticipated shortage of health care workers for the increasing elder population. The goal of this coordination is to proactively identify geographic movement within Wisconsin of the elder population and the workers who provide health care services, eldercare labor shortage issues, and other eldercare issues. DCF will share this information with W-2 agencies. W-2 agencies are required to keep informed of local economic trends and provide employment services, including job skills training and job development, based on those trends.

In October 2013, DCF entered into a Memorandum of Understanding with the College of the Menominee Nation (CMN) for W-2 agencies to use available slots in the college's Nursing Career Ladder Program for training eligible W-2 participants to be CNAs and to advance any eligible CNAs to be Licensed Practical Nurses. The program pays for tuition, fees, and books for the course, State Certification testing, nurse training, licensing, any general education courses, and tutoring as necessary. CMN provides expertise in student support services to help alleviate barriers that individual students may have in careers in the health professions.

C. TANF Certifications

Wisconsin will operate a program to provide TANF: so that children may be cared for in their own homes or in the homes of relatives; to end dependence of needy parents on government benefits by promoting job preparation, work, and marriage; to prevent and reduce the incidence of "out-of-wedlock" pregnancies and establish annual numerical goals for preventing and reducing the incidence of these pregnancies; and to encourage the formation and maintenance of two-parent families.

This program generally is known as Wisconsin Works (W-2).

The Executive Officer of the State of Wisconsin is Governor Scott Walker.

In administering and operating a program which provides TANF under Title IV-A of the Social Security Act, the State will:

i. Wisconsin's TANF Program

Specify which State agency or agencies will administer and supervise the program in part A in all political subdivisions of the State:

DCF administers and supervises the program in all political subdivisions of the State.

ii. Child Support (42 U.S.C. 602(a)(2))

Operate a child support enforcement program under the State plan approved under part D;

iii. Foster Care and Adoption Assistance (42 U.S.C. 602(a)(3))

Operate a foster care and adoption assistance program under the State plan approved under part E, and certify that the State will take all necessary actions to

ensure that children receiving assistance under such part are eligible for medical assistance under the State plan under title XIX;

iv. Administration (42 U.S.C. 602(a)(4))

Assurance that local governments and private sector organizations:

- a. Have been consulted regarding the plan and design of welfare services in the State so that services are provided in a manner appropriate to local populations; and**
- b. Have had at least forty-five (45) days to submit comments on the plan and the design of such services;**

v. Equitable Access (42 U.S.C. 602(a)(5))

Provide each member of an Indian tribe, who is domiciled in the State and is not eligible for assistance under a tribal family assistance plan approved under Section 612, with equitable access to assistance under the State program funded under this part attributable to funds provided by the Federal Government;

vi. Program Fraud and Abuse (42 U.S.C. 602(a)(6))

Establish and enforce standards and procedures to ensure against program fraud and abuse, including standards and procedures concerning nepotism, conflicts of interest among individuals responsible for the administration and supervision of the State program, kickbacks, and the use of political patronage;

vii. Domestic Violence (42 U.S.C. 602(a)(7))

Optional Certification

The State has established and is enforcing standards and procedures to:

- Screen and identify individuals receiving assistance under this part with a history of domestic violence while maintaining the confidentiality of such individuals;
- Refer such individuals to counseling and supportive services; and
- Waive, pursuant to a determination of good cause, other program requirements such as time limits (for as long as necessary) for individuals receiving assistance, residency requirements, child support cooperation requirements, and family cap provisions, in cases where compliance with such requirements would make it more difficult for individuals receiving assistance under this part to escape domestic violence or unfairly penalize such individuals who are or have been victimized by such violence, or individuals who are at risk of further domestic violence.

viii. Plan Amendments (42 U.S.C. 602(b))

Within thirty (30) days after the State amends a plan submitted pursuant to subsection (a), the State shall notify the Secretary of the amendment; and

ix. Public Availability of Plan Summary (42 U.S.C. 602(c))

The State shall make available to the public a summary of any plan or plan amendment section.

Certified by the designee of the Chief Executive Officer of the State of Wisconsin:



Eloise Anderson

Secretary, Wisconsin Department of Children and Families

12-17-15

Date

Attachment 1

Wisconsin's Other TANF Programs and Services

(Note: In addition to the W-2 and the Related Programs described in sections A.i. and A.v. of this Plan, these programs are anticipated to be funded with TANF and/or MOE funding during the plan period.)

Wisconsin Shares

Wisconsin uses TANF funds to provide child-care subsidies to certain individuals who are not current participants in its W-2 program. These individuals have a need for child care to participate in specific qualifying activities, including other work programs (the DCF-administered Transform Milwaukee Jobs and Transitional Jobs programs, and the DHS-administered FoodShare Employment and Training Program) and basic education, technical college, or employment-skills education programs determined by the child-care eligibility agency to promote employment retention (eligibility under these provisions is limited to individuals working at least 5 hours a week and limited to a maximum of 2 years). The individual must earn less than 185% of the FPL at initial eligibility and less than 200% FPL for continuation, and co-payments based on family size and income apply.

Burial Services

DHS administers the Wisconsin Funeral and Cemetery Aids Program (WFCAP) in Wisconsin, which provides funding to needy families when the estate of the deceased recipient is insufficient to pay the funeral and cemetery expenses. DHS reimburses funeral and/or cemetery expenses of a person who was eligible for TANF or MA services. DHS pays funeral and cemetery expenses for eligible families with state funding, which Wisconsin reports as an MOE expenditure.

Child Support Pass-Through

DCF administers the Child Support program. Cooperation with the child support agency is a requirement for receipt of W-2 services. The family's income from child support does not affect financial eligibility for W-2 or W-2 payments. Seventy-five percent (75%) or one hundred percent (100%) of collected child support is passed-through to the families of current and former W-2 participants. Seventy-five percent (75%) of payments for current support are passed-through to the families. Seventy-five percent (75%) of payments for past-due support during W-2 participation time periods and one hundred percent (100%) of payments for past-due support for time periods without W-2 participation are passed-through to the families. (See W-2 Manual Chapters 3 and 15.)

Child Welfare Prevention Services

Since 2001 (pursuant to an ACF suggestion to align services with TANF purposes 3 and 4), Wisconsin has used solely federal TANF funds to supplement services to prevent child abuse and neglect in Milwaukee county. Specifically, DCF provides TANF funds for the La Causa Nursery and Parental Respite Center through the Brighter Futures program (which generally focuses on adolescent pregnancy prevention) and contracts with the Milwaukee Health Department to support Empowering Families of Milwaukee, a home-visiting program for pregnant women and their families, and families with young children (birth to three years old). Long-term goals include:

- Children are safely maintained in their own home, families, and communities with connections, culture, and relationships established and preserved; and
- Through effective intervention, parents and families improve their ability to develop and maintain a safe and stable environment for their children.

Other program goals include improving birth outcomes and preventing child abuse and neglect. Empowering Families collaborates with community partners to facilitate access to health, social, and child development support for families. Services are targeted to the eleven (11) zip code areas within Milwaukee that have the lowest income levels, high rates of child abuse and neglect referrals, and poor birth outcomes. The Milwaukee Health Department uses an enhanced multi-disciplinary model to provide services to families including: goal setting and care planning; health assessments and information; development screenings, information, and activities; home safety assessments; and referrals to community resources. The program provides special emphasis on services to families of pregnant women and post-partum women. There are no financial eligibility requirements for a family to receive these services under TANF. Therefore Wisconsin uses one hundred (100) percent TANF funds for this program (per federal requirements relating to services for TANF purpose four).

Children First

DCF administers the Children First program, which provides employment and training services for non-custodial parents (NCPs) who are ordered by a court to participate in the program to promote their ability to pay child support and increase their involvement in the lives of their children. An NCP who meets all of the eligibility requirements for Children First and W-2 NCP services may receive both Children First and W-2 services at the same time. (See W-2 Manual Chapter 7.)

Domestic Violence Services

DCF administers state and federal funds to provide grants for domestic violence services in each county and tribal area in Wisconsin. The goals of the grant program are to: 1) provide crisis, safety and support services for victims of domestic abuse and their children; 2) educate the community about issues related to domestic abuse; and 3) promote a coordinated community response to domestic abuse. DCF provides funding to the Wisconsin Coalition Against Domestic Violence to provide training and technical assistance to domestic abuse programs and other systems. Domestic violence victims and their children who are eligible for TANF services are at or below three hundred (300) percent of the FPL.

State Supplement to Earned Income Tax Credit

DOR administers a state Earned Income Tax Credit (EITC) supplement to low income working families. TANF or TANF MOE funds are used only for the refundable portion of the tax credit. State general purpose revenue that is not claimed as MOE is used to pay for nonrefundable amounts and any EITC payments made to qualified non-citizens. This credit provides a supplement to the wages and self-employment income of lower-income parents. Persons may be eligible to receive the tax credit if they had at least one qualifying child residing with them, were a full-year resident of Wisconsin, and qualified for the federal Earned Income Credit.

Educational Support Services to Needy Students

DPI administers funding that assists needy families, through voucher programs, to attend alternatives to the public school system. It also administers state aid targeted to high-need school districts, and Wisconsin identifies for TANF MOE the portion of this state expenditure reasonably allocable to eligible families, based on those qualifying for free-and-reduced lunch programs.

- Milwaukee Parental Choice Program (MPCP)

The MPCP is a voucher program for kindergarten through grade twelve (12). It assists low-income parents with the cost for their children to attend private for-profit and non-profit

schools instead of the Milwaukee Public Schools. Eligible families for the MPCP are below three hundred (300) percent of the FPL.

- Racine Parental Private School Choice Program (PPSCP)
The Racine PPSCP allows students to attend private for-profit and non-profit schools instead of the Racine Unified Public Schools. Except for the location in Racine, the PPSCP has the other requirements which are described above for the MPCP.
- Statewide Private School Choice Program
During the 2013-15 biennium Wisconsin began a parental private-school choice voucher program for families under 185% of the FPL (with \$7,000 in income disregarded for married parents and guardians) and residing in communities other than the Milwaukee and Racine school districts. However, schools had to apply to participate and participation was further limited to 1,000 students statewide determined by a lottery process. Beginning in 2015-16 participation will be expanded but limited by the percentage of a school-district's pupil population until 2026-17.
- High Poverty Educational Assistance
DPI administers a variety of categorical aids targeted to high-poverty districts and/or to students from eligible needy families at risk of falling into poverty or other adverse outcomes without additional support. Wisconsin initiated each of the following targeted aids after 1995 and uses for TANF MOE only the portion of the state's expenditure allocable to eligible families (those qualifying for free-and-reduced lunches):
 - Student Achievement Guarantee in Education (SAGE): In general, this program requires participating school districts to reduce class size for Kindergarten through grade 3 to either 18 pupils per teacher or 30 if two teachers are assigned to a room. Additionally, the school must provide a rigorous curriculum designed to improve academic achievement and be open for extended hours and collaborate with community organizations to make educational, recreational, and social services available in the school to all district residents; and
 - Aid to High-Poverty School Districts (provided to districts in which at least 50% of the pupils are eligible for free or reduced-price lunches).

Energy Services

DOA administers the federal Low-Income Home Energy Assistance (LIHEAP) and state funds that assist needy families (those under 60% of the State Median Income adjusted for family size) with utility and energy bills, reconnection services, crisis intervention services (e.g. furnace replacements), and weatherization services. TANF and TANF MOE funds are used only for families with children.

In-Home Safety Services

DCF administers child welfare services in Milwaukee County through the Division of Milwaukee Child Protective Services (DCPS). This was the former Bureau of Milwaukee Child Welfare (BMCW), which was elevated to the division level effective October 4, 2015. DCPS contracts with local service agencies to provide in-home safety services to children and families. DCPS's goal is to keep families intact whenever possible by employing strategies and services that control for child safety, stabilize the family, and assist the family in developing community linkages and supports. Families receive services for the family's specific situation as determined by an assessment social worker and an intensive in-home safety services manager. There are no financial eligibility requirements for a family to receive these services. Therefore Wisconsin uses one hundred (100) percent TANF funds for this program (per federal requirements relating to services for TANF purposes three and four). In 2011 Wisconsin entered into a Child Welfare Program Improvement Plan in which it committed to promoting the use of in-home safety services outside Milwaukee County to reduce the need for out-of-home placements. Wisconsin

took applications from interested counties and consortia of counties and currently has contracts serving the following counties: Rock, Green, Jefferson, La Crosse, Vernon, Monroe, Jackson, Clark, Dodge, Sauk, Adams, Waushara, Marquette, Green Lake, Waukesha, and Kenosha.

Kinship Care

DCF provides allocations to counties and tribes to manage the Kinship Care program. The program provides monthly payments to relatives who care for minor relative children who have come in contact with CPS and are unsafe residing with their biological parents. (See W-2 Manual Chapter 19.)

Milwaukee County Alcohol and Other Drug Abuse Services

DHS contracts for the provision of Alcohol and Other Drug Abuse (AODA) services to serve the TANF population in Milwaukee County at or below two hundred (200) percent of the FPL. Special target populations include: pregnant women; specialized minority treatment agencies including tribal agencies; intravenous drug users; correctional clients; and child welfare related service populations. DHS awarded grants for providing new or expanded community-based AODA treatment programs that meet the special needs of TANF eligible individuals based on the program's ability to emphasize parent education, vocational and housing assistance, and coordination with other community programs and with treatment under intensive care.

SSI Caretaker Supplement

DHS, which administers the state's SSI activities, also administers the SSI Caretaker Supplement (CTS) program. DHS provides an additional monthly payment to help with the support of SSI recipients' dependent children. (See W-2 Manual Chapter 19.)

Student Meal Programs

DPI administers state-funded breakfast and milk programs in the public and private schools for students who meet low-income requirements, such as the federal free or reduced-price lunch criteria.

Transform Milwaukee Jobs Program

The Transform Milwaukee Jobs program serves low-income adults in specific low-income neighborhoods in Milwaukee County. It is a subsidized-employment program under which employers are reimbursed, or partially reimbursed, for wages and benefits for a maximum of 1,040 hours per participant. These subsidized job opportunities provide work experience opportunities and employers are encouraged to hire participants into permanent jobs.

Eligible individuals must: be at least age eighteen (18), or if over age twenty-four (24), must be a biological or adoptive parent or primary caregiver of a child under age eighteen (18); not be participating in a W-2 paid placement; have an annual household income below one hundred fifty (150) percent of the federal poverty line; have been unemployed for at least four weeks; and be ineligible to receive unemployment insurance benefits. The Transform Milwaukee Jobs program targets adults who are ex-offenders, in arrears on child support, or involved with the Child Welfare system and in need of employment as part of a family reunification plan. The Transform Milwaukee Jobs program also targets youth aged eighteen (18) through twenty-four (24) who have aged out of the foster care system and need to develop job skills and work experience to become self-supporting.

Transitional Jobs Program

Under current state law, DCF may establish a program similar to the Transform Milwaukee Program in other areas of the state if funding is available. The Department is required to give

priority to areas of the state with relatively high rates of unemployment and childhood poverty, and to other areas with special needs determined by the Department. The 2015-17 biennial budget anticipates expansion to Beloit, Racine, and rural areas, with the first expansion beyond Milwaukee currently anticipated to begin in April 2016.

Wisconsin Community Services Training Workshops

DCF contracts with Wisconsin Community Services to provide community-building facilitator-training workshops to organizations in the city of Milwaukee that work with needy individuals who are eligible for TANF programs.

Fostering Futures; Connections Count

2015 Wisconsin Act 55 authorizes a new program under which DCF will contract with local organizations to employ trusted community members who will function as “community connectors” to connect vulnerable families with pre-school-aged children (0-5) with formal and informal community resources. DCF anticipates requesting proposals early in 2016 for services to start in July 2016.

Adult Literacy Grants

2015 Wisconsin Act 55 provides funding for DCF to award grants to qualified applicants to provide literacy training to TANF-eligible adults. Grant recipients are required to coordinate with W-2 agencies to ensure adequate adult literacy services are available to W-2 participants.

GED Services

2015 Wisconsin Act 55 also provides funding to be used for General Equivalency Degree (GED) preparation for TANF-eligible individuals. DCF may use the funds in conjunction with one of its TANF-related program contracts or contract with an Adult Literacy grantee to provide community based GED preparation services.

Grants for Civil Legal Services

2015 Wisconsin Act 55 also provides funding to be used for grants to the Wisconsin Trust Account Foundation, Inc.(WisTAF), a non-profit organization established by the Wisconsin Court System. The grants may not be used for litigation against the state and may only be used to support specific civil legal services (related to domestic abuse, sexual abuse, or restraining orders for certain at-risk elderly and disabled individuals) for otherwise TANF-eligible individuals with incomes under 200% FPL. This funding is also contingent on DCF review and approval of a plan to be developed by WisTAF for the use of the funds.

Attachment 2

Wisconsin's Other Programs and Services for Needy Families

(In addition to the programs and services for needy families already described in other sections of this Plan.)

Note: Some of these programs and services are identified as part of the state's annual determination of TANF MOE while other programs and services may not be counted for TANF MOE based on specific requirements of TANF MOE. Programs and services supported by state funding which are not identified in other sections of this Plan are described in this Attachment.

Substance-Abuse Screening and Testing for Work Experience Programs

2015 Wisconsin Act 55 created a new program, contingent on promulgation of emergency rules, under which NCPs eligible for services (including a TEMP placement) under W-2, all applicants for the Transform Milwaukee Jobs or Transitional Jobs programs (described in this plan), and all NCPs ordered by a court to participate in the Children First work-experience and job-training program (also described in this plan) will be required to complete a controlled-substance abuse screening questionnaire. If, on the basis of answers to the questionnaire, the administering agency determines there is a reasonable suspicion that the individual is abusing a controlled substance, the agency must require the individual to undergo a drug test. If the individual refuses to submit to a test, the individual is not eligible for the program until he or she complies with the test requirement. Those required to be tested who test positive for a controlled substance without a valid prescription will be required to participate in a treatment program in order to remain eligible for W-2 NCP services, Transform Milwaukee Jobs, Transitional Jobs, or Children First. The Department will pay or reimburse its contractors for treatment costs that are not covered by Medical Assistance or insurance in effect covering the individual.

Balance of State (Non-Milwaukee County) Alcohol and Other Drug Abuse Services

Through Wisconsin BOS (non-Milwaukee County) county human services or community program agencies, DHS provides a continuum of AODA services for individuals without other resources. These services include detoxification, medically monitored residential, transitional-residential, day-treatment, outpatient, intensive-outpatient, and narcotic-treatment programs, as well as after-care, relapse-prevention, and recovery-support services. Special populations served include women, Native Americans, and other minorities, intravenous drug users, and persons involved in the corrections and child-welfare systems.

Educational Supports for Children at Risk

DPI targets some programs to needy populations, although the programs may or may not meet all TANF requirements for the TANF program or Separate State Programs. Examples of these valuable programs, which promote TANF purposes, are:

- AODA/Youth Alcohol Drug Abuse, which promotes awareness of the dangers of alcohol and drugs and assists students who abuse them;
- A state-funded Head Start Supplement, which provides funding to existing Head Start programs to reduce waiting lists and increase the number of children served by Head Start to support low-income parents' work efforts; and
- Bilingual-Bicultural Aid, which helps improve the comprehension, speaking, reading, and writing ability of students who need additional support to be proficient in the English language and/or to adjust to a different culture.

Emergency Homeless Shelters

Wisconsin provides state funding to a homeless shelter located in the Fox River Valley section of the state. The purpose of the funding is to assist eligible families with services and shelter in order to achieve stability during severe financial hardship. Note: Wisconsin funds other family shelters in the state with federal housing funds.

Family Reunification and Post-Reunification Services

DCF provides family reunification services in Milwaukee County under contract with private agencies. A variety of reunification services prepare abused or neglected children who have been removed from their homes, and their families, for reunification or placement into other long-term stable and supportive living arrangements, based on the best interests of the child. Reunification services are services provided to the child and family when the placement's plan is to reunite the child with the child's family. Such services include AODA, mental health, anger management, and family and financial counseling. DCF funds these services primarily through non-TANF sources, such as the AODA block grant and independent living grants, depending on the services provided. In the BOS counties (outside Milwaukee county), similar services are provided by counties using a combination of federal, state, and county funding.

Home-Visiting Programs

DCF, in collaboration with DHS, administers comprehensive home-visiting programs to expand the in-home services to needy families. These services for families at risk focus on: improving birth outcomes; supporting maternal and child health; enhancing family functioning; promoting safety and development; and preventing child abuse and neglect.

Homestead Credit

DOR administers the state-funded Homestead Credit program, which provides refundable tax credits to low-income individuals and families based on property tax or rent paid. Individuals are not eligible for the Homestead Credit program for any month the individual received W-2 assistance, although individuals can receive a prorated credit or refund for the non-W-2 months.

Tribal Programs

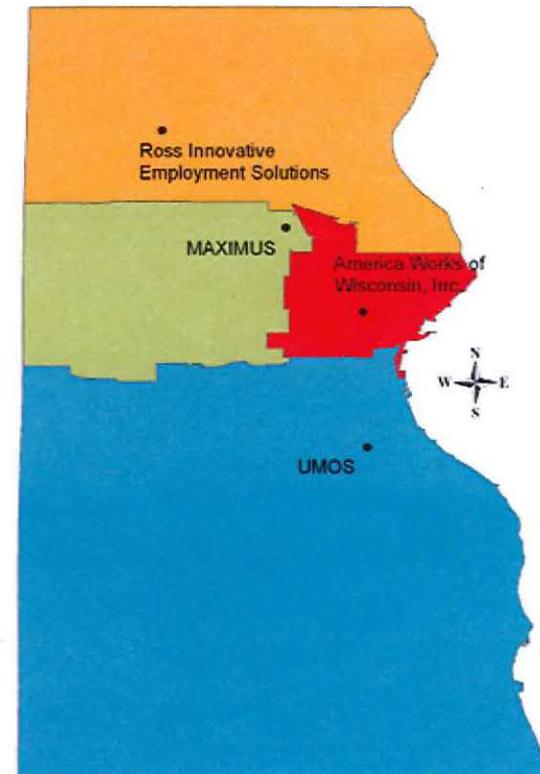
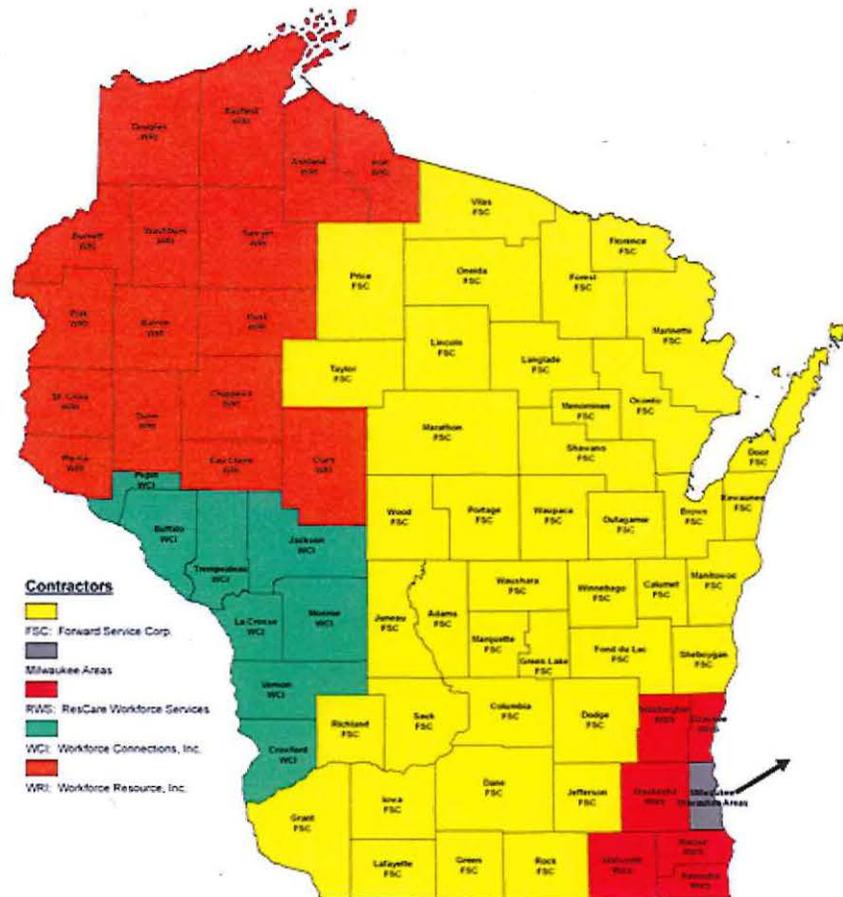
DCF collaborates with the eleven (11) federally-recognized tribes in Wisconsin for children and family services, including tribal TANF services. DCF conducts tribal consultation meetings twice per year. Nine (9) of the eleven tribes operate separate tribal TANF programs in direct relationship with the federal government.

DCF contracts with ten of the eleven (11) tribes to certify child care providers and to perform eligibility and administrative functions for Wisconsin Shares child care subsidies for tribal members. DCF also provides all eleven (11) tribes with funds to operate child care centers on the reservations, which can meet short-term child care needs. When tribal members participate in the W-2 program, W-2 agencies may seek to provide culturally appropriate activities and placement in employment with tribal gaming and other tribal business operations.

In addition to receiving consolidated grants for AODA, pregnancy prevention, domestic violence and child welfare services, Wisconsin's tribal members are eligible for the SSI CTS if the parent of a child is receiving SSI. Tribal members also are eligible for Kinship Care payments if a child is placed in out-of-home care with a relative.

Appendix 1

W-2 Contractors and Geographical Areas Effective January 1, 2013



Milwaukee County



Glossary of Acronyms

AODA	Alcohol and other drug abuse
ARP	At Risk Pregnancy
BOS	Balance of state
BMCW	Bureau of Milwaukee Child Welfare
CMC	Custodial Parent of an Infant
CMD	Case Management Denied
CMF	Case Management Follow Up
CMJ	Case Management for Job Ready Individuals
CMM	Case Management for Minor Parents
CMN	Case Management for Non-custodial Parents
CMP	Case Management for Pregnant Women
CMU	Case Management for Unsubsidized Employment
CNA	Certified Nursing Assistant
CPS	Child Protective Services
CSA	Child Support Agency
CSJ	Community Service Job
CTS	SSI Caretaker Supplement
DOA	Department of Administration
DMCPS	Division of Milwaukee Child Protective Services
DCF	Department of Children and Families
DHS	Department of Health Services
DOJ	Department of Justice
DPI	Department of Public Instructions
DOR	Department of Revenue
EA	Emergency Assistance
EP	Employability Plan
FPL	Federal Poverty Level
FEP	Financial and Employability Planner
IPV	Intentional Program Violation
JAL	Job Access Loan
MOE	Maintenance of Effort
MPCP	Milwaukee Parental Choice Program
NCP	Non-Custodial Parent
PPSCP	Parental Private School Choice Program
PRWORA	Personal Responsibility and Work Opportunity Reconciliation Act of 1996
SMART	Skills Mastery and Resistance Training
SSDI	Social Security Disability Insurance
SAGE	Student Achievement Guarantee in Education
SSI	Supplemental Security Income

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TANF	Temporary Assistance for Needy Families
TEMP	Trial Employment Match Program
W-2 T	W-2 Transition
WCASA	Wisconsin Coalition Against Sexual Assault
WFCAP	Wisconsin Funeral and Cemetery Aids Program
WISH	Wisconsin Interactive Statistics on Health
W-2	Wisconsin Works
YRBS	Youth Risk Behavior Survey