



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY
LANSING

JEFF DONOFRIO
DIRECTOR

OFFICIAL
Policy Issuance (PI): 20-27

Date: October 5, 2020

To: Michigan Works! Agency (MWA) Directors

From: Joseph Billig, Division Administrator
Targeted Services Division
Workforce Development **SIGNED**

Subject: Fiscal Year (FY) 2021 Partnership.Accountability.Training.Hope. (PATH)
Program Plan Instructions

Programs Affected: PATH

References: Reauthorization of the Temporary Assistance for Needy Families (TANF) Program, Final Rule, 45 Code of Federal Regulation Parts 261, 262, 263, and 265

Personal Responsibility and Work Opportunity Reconciliation Act of 1996

PATH Program Manual, dated November 17, 2014, updated December, 2019

Background: The PATH Program is a partnership between the MWAs, the Michigan Department of Health and Human Services (MDHHS) and the Michigan Department of Labor and Economic Opportunity, Workforce Development (LEO-WD). The PATH program features a 10-day Application Eligibility Period (AEP) during which Family Independence Program (FIP) applicants work one-on-one with MDHHS and MWA case managers to identify barriers to employment and connect the participant to resources addressing those challenges. Benefits of this partnership include linking employers, community, and faith-based solutions with the human service, education, and training systems.

Policy:

Plan Instructions

The Michigan Works! System Plan stipulations apply to the PATH program.

The MWA staff shall develop plans to address PATH activities for the period of October 1, 2020 through September 30, 2021.

The PATH plan shall consist of the following:

Plan Approval/Request – which bears the signatures of authorized Chief Elected Official(s) and the Workforce Development Board (WDB) chairperson.

Plan Narrative – which describes the services and planned activities to be provided during FY 2021.

Budget Information Summary (BIS) – which includes a BIS for Federal TANF and a BIS for State Penalty and Interest (P&I) funds. Separate Grant Action Notices will be issued for each funding source.

Allocations

Sixty percent of the allocation is based on the local MWA's relative share of the PATH participants, and 40 percent is based on the MWA's relative share of the AEP attendees. The FY 2021 allocation will include a minimum allocation of 95 percent of the previous year's allocation percentage. Attachment A, the chart detailing each MWA's funding, is attached.

10-Day AEP

Effective October 1, 2020, the 21-day AEP will be reduced to a 10-day AEP. FIP applicants who start their AEP prior to October 1, 2020 whose participation is equal to or is greater than 10 days will have their AEP completion status determined based on information the MWA has entered for weeks 1, 2 and 3, and they will be converted to PATH or inactivated due to not completing AEP. AEP customers who have participated less than 10 calendar days will be converted to 10-day AEP by shortening the last day to complete AEP and participation will continue. Michigan requires FIP applicants to successfully complete a 10-Day AEP at an MWA as a condition of eligibility for FIP benefits. The PATH Program Manual, Section C, outlines AEP requirements.

Refugee Assistance Applicants

Selected MWAs are required to serve FIP applicants and recipients who are refugees. Separate policy instructions will be issued for this population, as well as funding allocations.

Priority of Service

The MWA directors and the WDB staff have latitude in the design of plans to meet the local needs of the community and their participants. Implementation of a process/strategy is needed for conducting a comprehensive assessment of local employer needs and identifying which industry sectors and occupations are in greatest demand in the community/region.

Program Planning and Coordination

During local plan development, partners will have flexibility in customizing innovative education, training opportunities, and work participation activities that will best serve the participants in each region. Effective October 1, 2018, WD required the MWAs develop more complete Individual Service Strategies (ISS) for all PATH participants. As described in the PATH Manual, Section D, Chapter 10, case managers will be required to complete an ISS for each PATH customer. A complete plan must ensure that all PATH participants have a plan that sets forth the individual's goals, barriers, and long-term actions.

The MWAs are also required to present the standard presentation material during orientation, as described in the PATH Manual, Section B, Chapter 5. However, if an MWA is implementing a coaching method of case management, alterations to the orientation and PATH forms may be made as necessary.

Profit

Please refer to the PI 19-30, issued October 25, 2019, or any policy replacing PI 19-30, for further information regarding profit and corresponding limitations.

Use of TANF Funds

The MWAs use of TANF funds under this plan are subject to the following provisions:

- There will be carry-in of unexpended FY 2021 TANF funds into FY 2022.
- The FY 2021 carry-in into FY 2022 will be limited to 8 percent of the total FY 2021 TANF allocation.
- General administrative costs are limited to 12 percent of the TANF allocation for the fiscal year.

- WD must be notified by July 23, 2021, if the MWAs plan to:
 1. De-obligate funding.
 2. Request additional funding.
 3. Carry-in funding for the fifth quarter.

Use of State P&I Funds

The MWAs use of State P&I funds under this plan are subject to the following provisions:

- There will be carry-forward of unexpended FY 2020 State P&I funds into FY 2021.
- One hundred percent of unspent FY 2021 State P&I funds will be de-obligated from the FY 2022 P&I allocation.
- General administrative costs are limited to 12 percent of the State P&I allocation for the fiscal year.
- State P&I funds will be utilized consistent with TANF allowability.
- After the first quarter of FY 2021 or if all 5th quarter expenditures have been exhausted, State P&I must be spent concurrently with TANF funding until all P&I funding is expended.

Action:

Fiscal Information

The MWAs will process all cash requests through the Management of Awards to Recipients System (MARS) in accordance with the MARS Manual. The MWAs must have on file appropriate documentation to support each cash draw.

Grantees are required to report all financial transactions on a full accrual basis. In general, accrued expenditures are costs incurred for goods and services received but not yet paid during the reporting period.

All reporting of fiscal expenditures of the funds provided through this policy issuance must be reported to WD on a quarterly basis. All quarterly financial expenditure reports are due no later than the 20th calendar day after the end of the calendar quarter. A final close-out report is due to WD no later than 60 days after the end of the grant period. If the due date falls on a weekend or state government holiday, reports are due on the last business day prior to the due date and must be submitted in [MARS](#). If there are any questions regarding cash requests or submission of expenditure reports, please call Marilyn Carey at 517-241-6742.

The MWA officials shall prepare and submit a signed Approval Request form, a Narrative, and BIS forms within 30 days of the official date of this policy to TED-TSDIV@michigan.gov or by hardcopy to:

Department of Labor and Economic Opportunity
Targeted Services Division
201 North Washington Square, 5th Floor
Lansing, MI 48913

WD will not accept documents prior to the official date of the policy.

Inquiries:

Questions regarding this policy should be directed to your Reemployment Services State Coordinator by phone at 517-335-5858.

This policy is available for downloading from [WD's website](#).

The information contained in this policy will be made available in alternative formats (large type, audio tape, etc.) upon request to this office. WD is funded by State and Federal funds; more details are available on the Legal Disclaimer page at www.michigan.gov/workforce. Please contact Mrs. Melissa Stebbins by email at StebbinsM@michigan.gov.

**Expiration
Date:**

December 31, 2021

JB:YH:ms
Attachment

Plan Approval Request Form Instructions

1. Michigan Works! Agency (MWA): Enter the name of the MWA.
2. Plan Title: Enter the appropriate title of the plan being submitted. "FY 2021 PATH Program" has been pre-printed.
3. Policy Issuance Number: Enter the appropriate policy issuance number. "20-27" has been pre-printed.
4. Plan Period: Enter the start and end dates of the plan period. "10/01/20 through 09/30/21" has been pre-printed.

Approval Request Form

1. Michigan Works! Agency (MWA) Name and Number:

2. Plan Title(s):

FY 2021 PATH Program

3. Policy Issuance Number:

20-27

4. Plan Period:

10/01/20 through 09/30/21

The Chief Elected Official(s) and Workforce Development Board hereby request approval of this document. Please insert the printed name for each signature provided below.

Signature of Authorized Chief Elected Official

Date:

Printed Name:

Signature of Authorized Chief Elected Official

Date:

Printed Name:

Signature of Authorized Chief Elected Official

Date:

Printed Name:

Signature of Workforce Development Board Chairperson

Date:

Printed Name:

LEO is an equal opportunity employer/program.

Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.
WORKFORCE DEVELOPMENT, 201 N. WASHINGTON SQ., LANSING, MI 48913 • www.michigan.gov/wda • 517-335-5858

**Partnership.Accountability.Training.Hope. (PATH)
Plan Narrative**

A. Michigan Works! Agency (MWA) Identification Information

PATH Plan Contact Person: Identify the MWA contact person (including telephone number and email address) for purposes of discussing the PATH plan contents.

B. Description of PATH Services to be Provided

1. Provision of Orientation and Client Assessment

- a. Describe the orientation component. Include a description of the respective responsibilities of the Michigan Department of Health & Human Services (MDHHS) and the MWA in this process and the frequency of providing orientation.
- b. Describe the client assessment process and the development of the Individual Service Strategy. The suggested screening and assessment tools that MWAs may utilize include Work Keys, Copes and Cops, or Pesco. Tools must focus on entry-level occupations and jobs in high-growth/high-demand occupations. Additional tools may be used. The MWAs must assess PATH participants enrolled in the program.

2. Provision of Job Search/Job Readiness

Describe the Job Search/Job Readiness component of the local PATH Program.

3. Provision of Other PATH Allowable Activities as Defined in State Policy

For each planned activity provide the following:

- a. A description of the planned activity, including how the activity relates to the needs and barriers of targeted Family Independence Program recipients.
- b. Expected results of the activity (competency levels to be achieved; quantifiable and non-quantifiable outcomes).

4. Supportive Services

Provide a description of the supportive services that will be made available to participants and any local restrictions on their provision surpassing those set forth in State policy.

5. Case Management

Provide a description of the ongoing case management services for participants including mandatory Individual Service Strategies. If utilizing a coaching method of case management, please include a description of the coaching method.

**Partnership.Accountability.Training.Hope. (PATH)
Temporary Assistance for Needy Families (TANF)
Budget Information Summary Instructions**

Section I - Identification Information

Michigan Works! Agency (MWA): Enter the name of the MWA.

Policy Issuance Number: Enter the policy issuance number. "20-27" has been pre-printed.

Grant Name: Enter the grant name. "FY 21 TEMP ASSIST FOR NEEDY FAMILIES" has been pre-printed.

Project Name: Enter the project name. "PATH" has been pre-printed.

Plan Period: Enter the start and end dates of the plan period. "10/01/20 thru 09/30/21" has been pre-printed.

Catalog of Federal Domestic Assistance (CFDA): Enter the CFDA number associated with the Program. "93.558" has been pre-printed.

Section II - Total Funds Available

Beginning Allocation: Enter the amount of the beginning allocation.

Additional Allocation: Enter the amount of additional allocation, if applicable.

De-obligation: Enter the de-obligation amount, if applicable.

Total Funds Available: *This cell will automatically calculate the sum of Section II.*

Section III - Planned Expenditures by Cost Categories

Direct Client Services

Employment: Enter the cumulative amount planned for employment.

Employment (unsubsidized) is full or part-time employment in the public or private sector that is not supported by TANF, State Penalty & Interest funds or any public programs.

Work Subsidies: Enter the cumulative amount planned for work subsidies.

Work subsidies include payments to employers or third parties to help cover the costs of employee wages, benefits, supervision, or training. Do not include expenditures related to payment to participants in community service and work experience activities that are within the definition of assistance.

Other Work Activities: Enter the cumulative amount planned for other work activities.

Other work activities include (a) work activities that have not been reported as education or work subsidies (including staff costs related to providing work experience and community service activities, on-the-job training [OJT], job search and job readiness, and job skills training), (b) related services (such as employment counseling, coaching, job development, information, and referral, and outreach to business and non-profit community groups), and (c) other work-related expenses. Include such costs when provided as part of a diversion program or as transitional services to individuals who ceased to receive assistance due to employment.

Unpaid Work: Enter the cumulative amount planned for unpaid work.

Unpaid work activities are work assignments performed in return for welfare. This would include work experience, community service, and providing childcare services to individuals participating in community service.

Education/Training Activities: Enter the cumulative amount planned for education/training activities.

Education/training activities include satisfactory attendance at a secondary school or in a course of study leading to a certificate of general equivalence, education directly related to employment (may include adult basic skills education and English as a Second Language [ESL]), and vocational education training (includes vocational occupational training, condensed vocational training and internships, practicums, and clinicals), and may also include ESL, basic, and remedial education. OJT costs not related to staff costs may be reported under education/training activities.

Job Search/and Job Readiness: Enter the cumulative amount planned for job search/job readiness.

Job search/job readiness activities include the act of seeking or obtaining employment. This activity may include teaching participants how to seek employment. Activities may offer information and skill building during formal, planned workshops and classes, or through less structured individualized activities.

Total Direct Client Services: *This cell will automatically calculate.*

Supportive Services

Auto Purchases: Enter the cumulative amount planned for auto purchases.

Public Transportation: Enter the cumulative amount planned for public transportation. This amount includes any fees related to open-door public transportation, such as bus tokens, taxi fares, etc.

Auto-Related Expenses: Enter the cumulative amount planned for auto-related expenses. This amount includes automobile repairs, participant mileage reimbursement, license and registration fees, etc.

Other Supportive Services: Enter the cumulative amount planned for other supportive services. This amount includes mileage paid to volunteer drivers, clothing/uniform allowances, professional tools, business start-up expenses, moving expenses, etc.

Total Supportive Services: *This cell will automatically calculate.*

Administration

General Administrative Costs: Limited to 12 percent of the MWA's allocated funds. Enter the cumulative amount to be spent on costs associated with the general administration and coordination of the program.

Examples of General Administrative Costs taken from the TANF Regulations:

- Salaries and benefits of staff performing administrative and coordination functions.
- Preparation of program plans, budgets, and schedules.
- Monitoring of programs and projects.
- Fraud and abuse units.
- Procurement activities.
- Public relations.
- Services related to accounting, litigation, audits, management of property, payroll, and personnel.
- Costs for the goods and services required for the administration of the programs (e.g., supplies, equipment, postage, utilities, rental & maintenance of office space).
- Travel costs incurred for official business.
- Management and information systems not related to the tracking and monitoring of TANF requirements (e.g., payroll system for the MWA staff).
- Preparing reports and other documents.

Information Technology: (Not limited to a percentage of funding.) Enter the cumulative amount to be spent on the information technology and computerization needed for the tracking and monitoring required by TANF. This includes the salaries and benefits of staff that develop, maintain, support, and/or operate the tracking and monitoring portions of the information technology or computer systems. Contracts for such services are included in this cost category.

Total Administration: *This cell will automatically calculate.*

Total Planned Expenditures: *This cell will automatically calculate the sum of section III.*

Section IV – Limitation Percentage

Planned Administration Expenditures Equal to or less than 12 percent: *This cell will automatically calculate the percentage of planned administration expenditures in comparison to total funds available.*

**Partnership.Accountability.Training.Hope. (PATH)
Penalty and Interest (P&I)
Budget Information Summary Instructions**

Section I - Identification Information

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Project Name: Enter the project name. "PATH P&I" has been pre-printed.

Plan Period: Enter the start and end dates of the plan period. "10/1/2020 thru 09/30/2021" has been pre-printed.

Catalog of Federal Domestic Assistance: "N/A" has been pre-printed.

Section II - Total Funds Available

Beginning Allocation: Enter the amount of the beginning allocation.

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Work subsidies include payments to employers or third parties to help cover the costs of employee wages, benefits, supervision, or training. They do not include expenditures related to payment to participants in community service and work experience activities that are within the definition of assistance.

Other Work Activities: Enter the cumulative amount planned for other work activities.

Other work activities include: (a) work activities that have not been reported as education or work subsidies (including staff costs related to providing work experience and

community service activities, on-the-job training (OJT), job search and job readiness, and job skills training), (b) related services (such as employment counseling, coaching, job development, information and referral, and outreach to business and non-profit community groups), and (c) other work-related expenses. Include such costs when provided as part of a diversion program or as transitional services to individuals who ceased to receive assistance due to employment.

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Administration

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 - Monitoring of programs and projects.
 - Fraud and abuse units.
 - Procurement activities.
 - Public relations.
 - Services related to accounting, litigation, audits, management of property, payroll, and personnel.
 - Costs for the goods and services required for the administration of the programs (e.g., supplies, equipment, postage, utilities, rental & maintenance of office space).
 - Travel costs incurred for official business.
 - Management and information systems not related to the tracking and monitoring of TANF requirements (e.g., payroll system for the MWA staff).
 - Preparing reports and other documents.
- b. Information Technology (not limited to a percentage of funding): For the plan period, enter the cumulative amount to be spent on the information technology and computerization needed for the tracking and monitoring required by TANF. This includes the salaries and benefits of staff that develop, maintain, support, and/or operate the tracking and monitoring portions of the information technology or computer systems. Contracts for such services are included in this cost category.

Total Administration: *This cell will automatically calculate.*

Total Planned Expenditures: *This cell will automatically calculate the sum of Section III.*

Section IV – Limitation Percentage

Planned Administration Expenditures Equal to or less than 12 percent: *This cell will automatically calculate the percentage of planned administration expenditures in comparison to total funds available.*

**Fiscal Year 2021
PATH Allocations**

Michigan Works! Agencies	TANF Allocation	P and I Allocation	Total Allocation
	(\$)	(\$)	(\$)
Berrien/Cass/Van Buren	1,346,484	224,018	1,570,502
Capital Area	1,866,039	310,457	2,176,496
DESC	16,279,356	2,708,435	18,987,791
GST Michigan Works!	7,576,020	1,382,994	8,959,014
Great Lakes Bay	4,100,032	682,132	4,782,164
Macomb/St. Clair	4,279,992	722,396	5,002,388
Northeast	580,546	97,987	678,533
Northwest	726,818	120,923	847,741
Oakland County	2,607,915	440,175	3,048,090
Region 7B	1,079,491	179,085	1,258,576
SE Michigan Consortium	3,259,032	540,667	3,799,699
SEMCA	5,317,681	884,715	6,202,396
Southwest	2,703,486	449,785	3,153,271
UPWARD Talent Council	1,140,046	192,422	1,332,468
West Central	681,965	115,105	797,070
West Michigan Works!	5,702,297	948,704	6,651,001
Statewide Totals	59,247,200	10,000,000	69,247,200

Allocation based on:

60% - Number of PATH participants (2019)

40% - Number "Began AEP" (2019)

Minimum Allocation = 95% of the previous year's allocation percentage