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OFFICIAL
Policy Issuance (PI): 18-42

Date: December 4, 2018

To: Michigan Works! Agency (MWA) Directors

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

Subject: Fiscal Year (FY) 2019 Temporary Assistance for Needy Families (TANF) Refugee Program

Programs

Affected: Partnership.Accountability.Training.Hope (PATH)

References: Reauthorization of the TANF Program; Final Rule, 45 Code of Federal Regulations (CFR) Parts 261, 262, 263, and 265

Personal Responsibility and Work Opportunity Reconciliation Act of 1996

PATH Program Manual

Refugee Settlement Program, Federal Register 45 CFR, Part 400 and 401

Rescissions: None

Background: The PATH program was established to help public assistance applicants/recipients and low-wage workers to succeed in the labor market. The Michigan Office of the New American (MONA) Refugee services has provided additional employment support services to refugees that receive TANF cash assistance through the Family Independence Program (FIP). A refugee is a person who has been forced from his or her home and crossed an international border for safety. He or she must have a well-founded fear of persecution in his or her native country on account of race, religion, nationality, membership in a particular social group, or political opinion.

The PATH program is a partnership between the MWAs, the Michigan Department of Health and Human Services (MDHHS), and the Michigan Talent Investment Agency/Workforce Development Agency (TIA/WDA).

TED is an equal opportunity employer/program.

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The number of refugees coming into the country is highly variable. It is not possible to state for certain the number of participants that will be served in a given year. However, the MONA has identified eight counties in Michigan that will provide FIP services to the majority of refugees. Those counties are Calhoun, Ingham, Kalamazoo, Kent, Macomb, Oakland, Washtenaw, and Wayne.

The MONA has contracted with refugee contractors to provide employment support services exclusively to the MWA-referred refugees who are receiving the FIP.

Policy:

The MWAs will work with their MONA refugee contractor to provide employability support services for MWA-referred refugees. The current number of FIP refugees to be served by each county is:

- Calhoun 17
- Ingham 248
- Kalamazoo..... 69
- Kent..... 366
- Macomb..... 176
- Oakland..... 159
- Washtenaw..... 80
- Wayne.....277 (SEMCA = 157, DESC = 120)

The MWAs, their local MDHHS office, and their refugee contractor shall develop a local TANF Refugee Program (TRP) plan summary to address PATH activities for refugee participants for the period of October 1, 2018 through September 30, 2019.

Allocations

The FY 2019 General Fund/General Purpose funding amount of \$600,000 will be distributed within the eight MWAs delivering the TRP. The allocation is based on the number of FIP refugees to be served. For FY 2019, Kent and Ingham County are projected to receive the majority of refugees coming into Michigan. The attached allocation chart will reflect the increase in those areas. Administrative costs will be limited to 12 percent.

Program Eligibility

The TRP seeks to provide FIP applicants/recipients with employment-related services, training, and supportive services to obtain and retain employment. The MWA is required to serve all refugees who are referred, all refugees who have not attained United States (U.S.) citizenship, have lived in the U.S. five years or less, and are still eligible for TANF/FIP services. The list of eligible populations includes asylees, victims of trafficking, Cuban/Haitian entrants, etc.

Program Design, Goals, and Objectives

The TRP will follow the same PATH program design, goals, and objectives that are found in the FY 2019 PATH Plan Instructions (PI 18-32), or any future policy that replaces PI 18-32.

Case Management

The TRP will follow the PATH Case Management Guidelines as outlined in Chapter 10 of the PATH Program Manual or any future manual updates.

21-Day Application Eligibility Period (AEP)

Beginning January 1, 2013, Michigan required FIP applicants to successfully complete a 21-day AEP and orientation at the MWAs, as a condition of eligibility for FIP benefits. The TRP participants must also follow this requirement as outlined in Chapter 6 of the PATH Manual or any future manual updates.

One-Stop Management Information System (OSMIS)

The MWAs must ensure that refugee participants' work participation activities are entered into the OSMIS. In the OSMIS, refugees will have the same activity options and actual hour entries as regular PATH customers. An indicator has been added to the Welfare Reform header to signify that these participants are refugees.

Employability Services

The MDHHS refugee contractor can provide refugee specific assistance with employment supportive services, including:

- Job placement services.
- Job retention services.
- Job readiness.
- Assisting clients with reporting on the PATH activities listed above.
- Recertification/licensing.
- Assistance in obtaining Employment Authorization documents.

The MWA will provide all allowable supportive services as needed and required to ensure that the participants are fully engaged with PATH activities. The MWAs are encouraged to meet with their local refugee contractor to coordinate services.

Action:

Affected MWA officials shall prepare and submit a plan narrative and Budget Information Summary within 30 days of the official date of this policy via the email system to TED-TSDIV@michigan.gov.

Inquiries: Questions regarding this policy should be directed to Ms. Yvette Harris at 517-930-7316 or by email to Harrisy@michigan.gov.

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

The information contained in this policy will be made available in an alternative format (large type, audiotape, etc.) upon request to this office. Please contact Ms. Pam Vance at vancep1@michigan.gov or by phone at 517-241-9834 for details.

Expiration

Date: September 30, 2019

JB:YH:pv
Attachment

**Temporary Assistance for Needy Families Refugee Program
Plan Narrative
General Instructions**

1. Michigan Works! Agency (MWA) Contact Person

Identify an MWA contact person; including address, phone number, and electronic mail address for purposes of communication.

2. Program Orientation

Describe the orientation that will be conducted for refugee participants, including the frequency of orientations.

3. Employment Support Services

Describe the employment supportive services that will be provided by both the MWA and the refugee contractor, including but not limited to transportation, training (including English as a Second Language), translation and interpreter services, and employment authorization documentation, etc.

4. One-Stop Management Information System (OSMIS)

Describe how activities will be tracked in the OSMIS, including work participation hours and activities, as well as employment activities.

5. Additional Services

Describe in detail any planned services or activities in which the Michigan Department of Health and Human Services, Office of Refugee Services refugee contractors will be utilized that are in any way different from, or in addition to, the program services described above.

**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: "18-42," has been pre-printed.

Grant Name: "FY 2019 PATH GF/GP" has been pre-printed.

Project Name: "Refugee" has been pre-printed.

Plan Period: "10/1/2018 thru 9/30/2019" has been pre-printed.

CFDA Number: N/A

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.

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 the TANF, State General Funds/General Purpose 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. They do not include expenditures related to payments 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, 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 these 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, 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 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.

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

- a. Auto Purchases: Enter the cumulative amount planned for auto purchases.
- b. 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.
- c. 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.
- d. 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: Enter the cumulative amount to be spent for each of the administrative cost categories during the plan period.

- e. 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 for the plan period. If incentive awards are distributed, general administrative costs are limited to 25 percent of the award.

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.
- f. Information Technology/Computerization: (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 limitation 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.

Section IV – Limitation Percentages

This section was developed to assist MWAs and state coordinators to review planned expenditures and to ensure they are in line with limitations.

**Fiscal Year 2019 Refugee Assistance
Allocations**

Michigan Works! Agency	Estimated Number of Refugees to Be Served	Total Allocation \$
West Michigan Works!	366	157,231
Michigan Works! Southwest	86	37,661
Capital Area	248	107,006
Detroit Employment Solutions Corp.	120	29,741
Macomb/St. Clair Workforce Development Board	176	75,720
Oakland County	159	68,750
Southeast Michigan Community Alliance	157	89,221
Southeast Michigan Consortium	80	34,670
Total	1392	\$600,000