

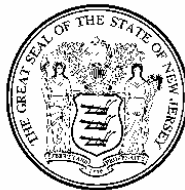


**NEW JERSEY STATE PLAN
for
TEMPORARY ASSISTANCE
for NEEDY FAMILIES
(TANF)**

FFY 2006 - FFY 2008

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INTRODUCTION

New Jersey, pursuant to the statutory requirements of the Work First New Jersey Act, Public Law 1997 c.13, c.14, c.37, and c.38, established the Work First New Jersey Program (WFNJ). WFNJ, which is New Jersey's assistance component of the Temporary Assistance for Needy Families (TANF) program, builds and expands upon the foundation of the basic principles set forth in the Federal Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996, Public Law 104-193.

The WFNJ/TANF assistance program is designed specifically to emphasize personal responsibility, instill dignity, promote self-sufficiency and pride through work, and strongly reinforce all parents' responsibility for their child (ren) through strict enforcement of child support requirements. WFNJ/TANF clearly recognizes that both parents, whether or not they are the custodial caretakers of their child(ren), share fully and equally in the responsibility for the financial support of the child(ren), as well as all the positive developmental aspects which occur throughout childhood. All adults have as their primary responsibility the support of both themselves and their families.

Aside from certain categories of Federally-exempt individuals, assistance benefits provided to adults under the WFNJ/TANF program are limited to a lifetime maximum of 60 cumulative months, and are considered a temporary cash subsidy to bridge the gap while individuals seek and obtain self-sufficiency through bonafide unsubsidized employment.

In addition to the provision of assistance benefits, the WFNJ program has been modified pursuant to final Federal Regulations at 45 CFR Part 260 et seq., published April 12, 1999, to provide preventative and supportive services to keep families from entering/re-entering the welfare system. These include, but are not limited to, diversion from cash assistance, and pre- and post-TANF supportive services, such as transportation, child care, and case management services.

PUBLIC PROCESS

During the preparation of the Federal fiscal year (FFY) 2006 renewal of the New Jersey TANF State Plan, the Department solicited comments from the public and private sectors. The draft State Plan Renewal was provided to agencies such as the County Human Services Directors, County Human Services Advisory Committees, State Human Services Advisory Council, Department of Human Services (DHS) Board of Family Development, County Welfare Agency (CWA) Directors and staff (including Income Maintenance Administrative Supervisors, Case Management Supervisors and Social Service Administrative Supervisors), New Jersey Coalition Against Sexual Assault, New Jersey Coalition for Battered Women, Child Care Resource and Referral (CCRR) Agencies, Legal Services of New Jersey, Association for Children of New Jersey, the Child Care Advisory Council, the New Jersey Departments of Labor and Workforce Development, Health and Senior Services, Community Affairs, and Education, the New Jersey Divisions of Youth and Family Services, Addiction Services, Medical Assistance and Health Services, Developmental Disabilities, and Mental Health as well as hospitals throughout the State.

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Prior to finalization, a 45-day period was extended for the purpose of obtaining public comment regarding the State Plan renewal. A public notice was published in the New Jersey Register, as well as in a number of local newspapers. These notices advised of the availability of the State Plan at various inspection sites including, but not limited to, county welfare agencies, Medical Assistance Customer Centers, and select State government depository libraries.

PROGRAM GOALS

In accordance with the PRWORA and the final Federal Regulations at 45 CFR Part 260 et seq., which were published on April 12, 1999, New Jersey's WFNJ/TANF program is being operated in a manner designed to:

- 1) Provide assistance to needy families so that children may be cared for in their own homes or in the homes of relatives or legal guardians standing "in loco parentis";
- 2) End the dependence of needy parents on government by promoting job preparation, work, marriage, and by establishing paternity and child support orders, obtaining health insurance coverage and enforcing and modifying support obligations;
- 3) Prevent and reduce the incidence of out-of-wedlock pregnancies and establish annual goals for preventing and reducing the incidence of these pregnancies;
- 4) Encourage the formation and maintenance of two-parent families;
- 5) Promote responsible parenting;
- 6) Address the work readiness needs of welfare recipients and non-custodial parents;
- 7) Divert able-bodied work ready families from the traditional welfare system by providing intervention and support services to help ensure the economic independence of these families;
- 8) Provide a variety of post-TANF supportive services to former welfare families to help them maintain their independence from the welfare cash assistance program and improve their family circumstances;
- 9) Identify cash assistance recipients with a past or present history of family violence and provide a waiver of program requirements and access to appropriate supportive services so the family can move toward self sufficiency in a safe and enriching environment; and
- 10) Provide work activity and support services to select absent parents so they can better contribute to the support of their child(ren).

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- 11) Prevent and reduce instances of child abuse and neglect by offering comprehensive in-home visitation and nutritional education services.
- 12) Increase the health and well-being of children and young adults reared within the welfare system.

The primary objectives of the WFNJ/TANF program are the following:

- ◆ To provide the channel by which temporary cash assistance and other services will be made available.
- ◆ To emphasize that the responsibility of individuals is to support themselves and their families through wages and child support.
- ◆ To actively engage the cooperation and assistance of private/public employers to maximize available employment opportunities for WFNJ/TANF participants.
- ◆ To establish and implement, through the concept of mutual obligation, an Individual Responsibility Plan (IRP) for all WFNJ/TANF recipients, including teen parents, which is directed at moving recipients off welfare into employment.
- ◆ To maximize the monetary support of non-custodial parents to help ensure the ongoing self-sufficiency of WFNJ/TANF participants.
- ◆ To address the work readiness needs of individuals who have not completed a high school education or its equivalent through the provision of alternative work programs combining education and job experience (work study).
- ◆ To provide assistance to welfare recipients to address problems of drug and alcohol abuse through assessment and appropriate treatment to enable these recipients to resolve their problem(s) and become self-sufficient through work.
- ◆ To conduct an evaluation of the WFNJ program, and its impact on clients, in order to enhance future planning and program development efforts.
- ◆ To conduct extensive training of WFNJ/TANF agency staff in the dynamics of family violence and provide assistance to WFNJ/TANF recipients to address issues of family violence through assessments that include a safety and service plan which leads to work or participation in a work activity, to the extent possible.
- ◆ To coordinate and maximize the use of all public, private and community resources available through all levels of government and the private sector, to provide necessary services/supports to ensure that cash assistance recipients and select absent parents secure and keep a job, and do not cycle back onto public assistance.

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- ◆ To provide a variety of viable choices and options to meet WFNJ/TANF participants' diverse child care needs during their work activities.
- ◆ To provide for a smarter and more efficient administration of all elements of the service delivery system through enhanced child support enforcement, delivery of benefits via an electronic benefit program (EBT), and structuring the child care service delivery system by maintaining a single entity to coordinate and administer the provision of all child care services.
- ◆ To provide a non-assistance cash payment as well as supportive services through our Early Employment Initiative (EEI) to individuals who applied for cash assistance benefits. These individuals otherwise would be eligible, except for their immediate success in securing employment prior to the case being granted cash assistance benefits.
- ◆ To provide special assistance and services to unemployable welfare recipients in their pursuit of application for Supplemental Security Income (SSI) to speed their acceptance into the SSI program.
- ◆ To provide working families with an income below 250 percent of the Federal Poverty Level (FPL) with emergency services to prevent homelessness, stabilize housing, and prevent movement into the welfare cash assistance program.
- ◆ To provide enhanced housing assistance services to non-employable WFNJ cash assistance recipients who have utilized all housing benefits available pursuant to P.L. 1997 c. 14.
- ◆ To provide enhanced post-TANF supports such as child care, transportation, medical assistance and case management to help ensure that recipients do not return to the cash assistance welfare program.
- ◆ To provide transportation services to income-eligible (i.e., income less than 250 percent of the FPL) families to support work.

THE WFNJ/TANF PROGRAM

1. Overview

The Department of Human Services' Division of Family Development (DHS/DFD) is the agency responsible for supervising the WFNJ/TANF program at the State level. WFNJ/TANF cash assistance and social services are administered at the local level by the 21 county agencies, under DFD supervision and through various contracts with vendors for certain services. On July 1, 2004 the DHS and the New Jersey Department of Labor and Workforce Development (LWD), in accordance with the Governor's Reorganization Plan, consolidated responsibility and authority for significant elements of the WFNJ program's employment-directed and workforce development activities, previously administered by the DHS/DFD, to the LWD. Employment-directed and workforce development activities are administered at the local level by the local One-Stop Career Center (OSCC) agencies under LWD supervision. The Reorganization plan is intended to establish a more effective and efficient organizational arrangement within State government to ensure New Jersey's workforce has the skills, knowledge, and ability to perform the jobs of today and those of the future. One of the goals of the transition is to integrate the WFNJ/TANF population into the One-Stop Career Center system to maximize opportunities for self-sufficiency, employment retention and career advancement.

New Jersey's WFNJ/TANF program provides cash assistance to eligible needy families with children. In addition to cash assistance benefits, WFNJ provides a variety of supports to enable families to obtain and/or retain employment. These supports include, but are not limited to: medical assistance through Medicaid; child care; transportation; work activity allowances; substance abuse treatment; parenting and nutritional education services; assistance in applying for SSI; assistance to past or present victims of family violence; and diversion through the EEI.

The program provides parents with job preparation, work, and support services to enable them to leave the program and become self-sufficient. WFNJ also provides support services to income-eligible working families. These services are provided with Federal TANF funds, State Maintenance of Effort (MOE) dollars, and/or State funds, which are not designated as MOE. Services are provided either directly, or through contracts for services, and are available to working families with income up to 250 percent of the FPL.

Families applying for WFNJ cash assistance must comply with certain requirements in order to apply for WFNJ benefits. The first step in the process is cooperation with child support staff in order to establish paternity, obtain, modify, and enforce child support and medical support orders, as well as assigning all rights to child and spousal support to the county agency. Once the family cooperates with child support, the family must agree to cooperate with all work requirements. The initial step in the WFNJ work requirement process is registering for work with the New Jersey One-Stop Career

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Center, unless deferred. Once the family has demonstrated compliance with these requirements, the application process for WFNJ benefits may proceed. As part of the application process, families must:

- Be income and resource eligible;
- Provide all necessary documentation;
- Sign an Agreement to Repay benefits in the event of receipt of income or resources;
- Obtain and provide a Social Security Number for all members of the assistance unit; and
- Comply with personal identification requirements, which may employ the use of high technology processes for the detection of fraud.

When a family fails to comply with any of these requirements at the time of application or redetermination, the entire assistance unit is ineligible for WFNJ benefits. Families determined ineligible as a result of any of the requirements listed may reapply at any time and have their eligibility determined, provided they comply with all requirements.

An integral part of the ongoing self-sufficiency process for cash assistance recipients is the development of an Individual Responsibility Plan (IRP). This plan serves to identify the mutual obligations of both the participant and the county agency. Included in the plan are steps to be taken by the participant to achieve self-sufficiency, identification of any barriers to employment, and identification of any support services that the agency will provide to assist the family's activities that are geared toward self-sufficiency. The IRP is a living document that is updated each time a participant enters a new activity or at time of redetermination, in order that changes in family circumstances may be addressed, including the need for supportive services. WFNJ/TANF cases are redetermined at six-month intervals.

Otherwise TANF-eligible adults with a recent work history may be directed to participate in the Early Employment Initiative while their application is being processed, thereby being diverted from cash assistance if employment is secured. Other adult WFNJ family members may be assigned to job search as their first work activity based on individual history or need. While in job search, the participant's skills are further assessed to determine the next appropriate activity. It may be determined that certain participants require basic education remediation, such as English as a Second Language or Adult Basic Education. Others may benefit from vocational education. Since WFNJ is a time-limited subsidy, it is important to ensure that clients participate in appropriate work activities that will help them progress toward self-sufficiency.

For those families that find employment and leave WFNJ cash assistance, time-limited supportive services such as child care, transportation assistance, Medicaid, continued

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substance abuse treatment, and post-TANF Case Management Counseling Services are available to assist families in retaining employment. Other programs available to assist employed post-TANF recipients include the Career Advancement Voucher Program (CAVP) and the Supplemental Work Support Program (SWSP).

For those families facing significant barriers to employment, cash assistance may be extended beyond the 60-month time limit through use of the 20 percent federal extreme hardship exemption provision via State defined exemptions, extensions or participation in the Supportive Assistance for Individuals and Families (SAIF) pilot program.

WFNJ/TANF cash assistance is provided to eligible recipients through the Families First electronic benefit transfer (EBT) system. Administrative operations, such as the Families First EBT benefit issuance system, computer matching, and the Family Assistance Management Information System (FAMIS) automated eligibility system, are funded with Federal TANF funds and/or State MOE dollars.

2. WFNJ/TANF Cash Assistance

A. Who is Eligible for Cash Assistance

An “eligible assistance unit” is comprised of those individuals who are living together and functioning as one economic unit and whose relationship is based upon a blood and/or legal relationship. A legal relationship is one that is created through marriage, adoption, or legal guardianship procedures. Thus, the assistance unit includes the parent(s), related parent person(s), or parent-persons designated as legal guardian(s) standing “in loco parentis”, along with his, her, or their children within the age limit specified under the Eligible Needy Families’ section.

Children must be living with a specified relative or legal guardian standing “in loco parentis” in order to be eligible for WFNJ/TANF. Specified relatives include a parent, either natural or adoptive. Under New Jersey Statute, relatives or persons who adopt children become legally related to such adopted children to the same extent that they are related to natural children of the adopting parent.

Specified relatives also include parent-persons. The term related parent-person includes, but is not limited to, grandparents, siblings, great-grandparents, uncles or aunts, nephews or nieces, great-great grandparents, great-uncles or aunts, first cousins, great-great-great-grandparents, great-great uncles or aunts, or first cousins once removed. The establishment of relationship to the child is required. Spouses of any of these previously named parent-persons may also be considered parent-persons, even though death or divorce has terminated the marriage.

Both needy and non-needy parent-persons may apply for assistance and services on behalf of needy children in their care through the Kinship Care Subsidy Program.

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A legal guardian is defined at N.J.S.A. 9:3-38, N.J.S.A. 3B:12-12, N.J.S.A. 3B:12-23, N.J.S.A. 3B:12-73d, N.J.S.A. 3B:12A-1 to-6, and N.J.S.A. 30:4C-84 to-88, and serves as a parent-person who has “the right to exercise continuing control over the person or property or both of a child which includes any specific right of control over an aspect of the child’s upbringing, pursuant to a court order.” The legal guardian parent-person stands “in loco parentis”.

Eligible Needy Families

Under WFNJ/TANF, cash assistance is provided to needy and otherwise eligible one-parent families with a child(ren) under the age of 18, or under the age of 19 who is a full-time student in secondary school or in an equivalent level of vocational or technical training, and is reasonably expected to complete the program before reaching age 19. WFNJ assistance is also provided to families with children up to the age of 21, if they are enrolled in a special education program. If the special education child is 18 or older and is the only child in the family, WFNJ is provided through a separate State program and the expenditures are claimed as MOE.

In addition, New Jersey will maintain a “State Only” WFNJ Program for two-parent households. Determination of non-financial and financial eligibility will remain consistent with Federal TANF and WFNJ criteria. Benefits provided to families under this WFNJ two-parent program will be provided with State MOE funding.

Parent Minor Requirements

In addition to complying with all of the nonfinancial eligibility requirements listed below, parent minor applicants/recipients who are less than 18 years of age, never married, are the natural parents of the dependent child(ren), and are caring for the dependent child(ren) must, as a condition of eligibility, reside in a home maintained by, and have benefits paid to the applicant’s or recipient’s parent, legal guardian, or other adult relative; and regularly attend a high school or equivalency program of study; or engage in a work activity if the applicant or recipient has completed secondary education.

WFNJ/TANF allows the following exceptions to the parent-minor requirements:

- An alternate adult-supervised living arrangement is required for a parent-minor if, during the application or eligibility process, it is determined that the parent-minor and/or the dependent child would be subject to situations such as abuse, neglect or threats to their emotional or physical safety, by residing in the home of the parent, legal guardian or other adult relative;
- An alternative educational or training program for an applicant or recipient parent-minor is permitted if, based upon an assessment of the person’s ability and aptitude, it is determined that the parent-minor lacks a reasonable prospect of being able to successfully complete the academic requirements of a high school or equivalency program of study.

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Failure of the parent-minor to cooperate with the nonfinancial eligibility requirements and the parent-minor provisions renders only the parent-minor and the parent-minor's child ineligible for WFNJ/TANF cash assistance, not the entire assistance unit with whom the parent-minor resides.

Ineligibility of Pregnant Women with No Other Children

WFNJ/TANF does not provide cash assistance to pregnant women with no other children. These individuals are served under the State-funded General Assistance component of WFNJ and the State funds are not claimed as MOE.

Non-citizen Eligibility

Only those persons who are either United States citizens or eligible non-citizens shall be eligible for WFNJ/TANF benefits. "Eligible non-citizen" means an individual defined in the provisions of section 431 of the PRWORA, as amended (8 U.S.C. 1641). Eligible non-citizens will be eligible for WFNJ/TANF benefits to the maximum extent permitted by Federal law.

The following individuals who were present in the United States prior to August 22, 1996, are considered to be qualified aliens: legal permanent residents; refugees; asylees; conditional entrants; non-citizens paroled into the United States for at least one year; non-citizens whose deportation has been withheld; battered non-citizen spouses, battered non-citizen children, the non-citizen parents of battered children, and non-citizen children of battered parents who fit certain criteria; and Cuban/Haitian entrants.

Non-citizens who entered the United States on or after August 22, 1996 are barred from receiving WFNJ/TANF for their first five years in the United States with the following exceptions: veterans and persons on active duty in the U.S. military, their spouses or unmarried dependent children; refugees; asylees; non-citizens whose deportation is being withheld, Cuban or Haitian entrants, and certain Amerasian immigrants.

Pursuant to section 431 of the PRWORA, as amended (8 U.S.C. 1641), certain non-citizens who are victims of family violence are considered eligible for WFNJ/TANF benefits when the non-citizen (or parent of a battered child, or children of battered parents) has been battered or subjected to extreme cruelty in the United States by the spouse or parent of the non-citizen. It should be noted that if the individual responsible for the battery or cruelty continues to reside in the same household or family assistance unit as the individual who was subjected to such battery or cruelty, then the non-citizen shall be ineligible for benefits. During the five-year period in which these victims of family violence (and their families, as described above) are prohibited from receiving Federal TANF benefits, New Jersey will provide services to these victims of family violence with State MOE funding.

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Convicted Drug Felon Eligibility

Persons convicted on or after August 22, 1996 of an offense which occurred on or after August 22, 1996 which is classified as a felony, high misdemeanor or crime and which has as an element the possession or use of a controlled substance may be eligible, pursuant to P.L. 1999 c 427, if they enroll in and actively participate in or complete a licensed residential substance abuse treatment program. The person may remain eligible only if he or she tests drug-free for 60 days after the completion of the program or at the time of application or redetermination.

Assistance Unit: Ineligible and Excluded Individuals

Individuals who are excluded from the assistance unit include:

- ◆ Non-needy parent-persons or guardians;
- ◆ SSI recipients;
- ◆ Ineligible aliens;
- ◆ Persons who have legal custody of a child(ren) but who are unable to prove a permanent legal or blood relationship to such child;
- ◆ Individuals who do not meet the citizenship and alien requirements; and
- ◆ Persons incarcerated in correctional facilities;

The following individuals are ineligible for receipt of assistance for a limited period of time:

- ◆ Persons fleeing to avoid prosecution, custody or confinement after conviction, for a crime or attempt to commit a crime which is a felony or high misdemeanor, or who are in violation of probation or parole;
- ◆ Persons convicted on or after August 22, 1996 of an offense which occurred on or after August 22, 1996 which is classified as a felony, high misdemeanor or crime and which has as an element the distribution of a controlled substance;
- ◆ Persons found, on or after August 22, 1996, to have willfully and knowingly fraudulently misrepresented his or her residence in order to obtain means-tested, public assistance benefits in two or more states or jurisdictions are ineligible for 10 years from the date of conviction in a Federal or State court;
- ◆ Persons who, after July 1, 1997, intentionally make false or misleading statements or misrepresent, conceal or withhold facts for the purpose of receiving benefits are ineligible for a period of six months for the first violation, 12 months for the second violation, and permanently for the third violation;

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- ◆ A parent or needy parent-person who fails to notify the county agency of the absence of a minor child from the home at the end of the five-day period that begins with the date that it becomes clear to the parent or parent-person that the minor child will be absent for more than 180 consecutive days shall be ineligible for benefits for a period of three months; and
- ◆ Adult recipients who voluntarily quit a job without good cause are ineligible for TANF cash assistance.
 - If the adult recipient is a member of a family that is applying for TANF cash assistance, the adult who quit the job is ineligible for TANF for a period of 90 days from the date of the quit. The adult may apply for TANF cash assistance on behalf of all other family members.
 - If the adult recipient is a member of an active TANF case at the time of the quit, the entire assistance unit is ineligible for TANF cash assistance benefits for a period of two months from the date the county agency makes the determination that the recipient quit the job.

B. WFNJ/TANF Cash Assistance Non-Financial Eligibility Requirements

WFNJ/TANF applicants/recipients, in addition to having to be either U.S. citizens or eligible aliens and residents of New Jersey, must:

- Cooperate with child support enforcement requirements in establishing paternity and obtaining, modifying and enforcing child support and medical support orders;
- Assign all rights to child and spousal support to the county agency;
- Cooperate with work requirements;
- Make application for any other assistance for which members of the assistance unit may be eligible;
- Be income and resource eligible, including the deeming of income and resources as appropriate;
- Provide all necessary documentation;
- Sign an Agreement to Repay benefits in the event of receipt of income or resources;
- Satisfy any sanction or repayment obligation incurred pursuant to any Federal or State law governing public assistance;
- Obtain and/or provide Social Security Numbers for all members of the assistance unit;
- Comply with personal identification requirements, which shall employ the use of high technology processes, such as finger-imaging, for the detection of fraud.

In accordance with WFNJ statute, New Jersey limits an adult recipient's receipt of cash assistance to a lifetime limit of 60 cumulative months, whether or not consecutive. At the end of the individual adult recipient's 60 cumulative months of receipt of cash

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assistance, the assistance unit shall no longer be eligible to receive WFNJ/TANF. Individuals under age 18 are subject to the 60-month time limit as long as they remain in the same household in which the 60 months of assistance was received. In the event that an individual received cash assistance as a dependent child and later becomes a member of another adult's assistance unit or an adult head of household, the time during which such dependent child had previously received benefits shall not count towards the 60 cumulative months lifetime limit. Individuals under age 18 in child-only cases are not subject to the 60-month time limit. Minor parents are not subject to the 60-month time limit in New Jersey because they are not permitted, under WFNJ statute, to be a head of household. In the event that an individual received cash assistance as a parent minor and later becomes a member of another adult's assistance unit or an adult head of household, the time during which such parent minor had previously received benefits shall not count towards the 60 cumulative months lifetime limit.

Certain federally countable extreme hardship exemptions are permitted via State exemptions, State extensions, or participation in the SAIF pilot program. State exemptions are not time limited for individuals who are over 60 years of age, permanently disabled, sole caretaker of a dependent, chronically unemployable, or subject to family violence.

State extensions are time limited to no more than 12 cumulative months beyond the 60 cumulative month lifetime limit. Such extensions can be granted in the following circumstances: if the recipient or the recipient's dependent child would be subject to extreme hardship or incapacity in the event of a termination of benefits; if the recipient is engaged in full-time employment but remains eligible for benefits due to earned income disregards; if the recipient has not received an opportunity to engage in work activities as specified in the IRP; or if the recipient was engaged in full-time employment and was income ineligible for benefits but was terminated from his or her employment through no fault of the recipient.

The SAIF pilot program serves WFNJ recipients who have received benefits for more than 60 months, and who do not meet State criteria for a long term exemption from the time limit. Eligible recipients may receive cash assistance benefits through the SAIF pilot program for up to 24 months if the recipient or the recipient's dependent child would be subject to extreme hardship or incapacity in the event of a termination of benefits. State extensions will not be granted for the duration of the SAIF pilot program.

New Jersey will not spend TANF funds for adult recipients receiving public assistance beyond 60 months, unless they are part of New Jersey's 20 percent extreme hardship categories. Cases in excess of the permitted 20% will be funded as separate State program expenditures and counted as MOE.

Residency

With respect to the level of WFNJ/TANF assistance issued, New Jersey treats families who move into New Jersey from another State no differently than families who have been residing in New Jersey.

Family Violence Option (FVO)

The WFNJ/TANF Program has availed itself of the PRWORA option regarding protections for victims of family violence, including rape or incest, through the establishment of standards and procedures designed to screen for, identify, and where appropriate, refer victims of family violence to the DHS-designated Domestic Violence Core Service or Sexual Assault Service Program. The WFNJ/TANF Program provides the flexibility needed to uniquely address the specific problems of victims of family violence, as well as victims of rape and incest. These individuals may utilize the PRWORA option at any point in the WFNJ/TANF process.

Trained county agency staff will conduct an initial screening to identify victims of family violence. Where family violence is identified as a barrier, a referral will be made to a certified domestic violence or sexual assault specialist at the appropriate DHS-designated service program for assessment. An initial service and safety plan will be developed with each recipient under the PRWORA option to record the specialized path of the individual, in lieu of recording the information on the IRP. The Plan will be completed and kept confidentially at the DHS-designated service program. The plan will set forth goals to removing barriers so that the recipient can move forward toward safety and self-sufficiency. Updates to the Family Violence Option (FVO) risk assessment are handled at six-month intervals to coincide with redetermination. These recipients will also be referred for appropriate supportive services that include the New Jersey Address Confidentiality Program (ACP), as well as any other appropriate community services.

Victims of family violence who have been assessed as such by trained certified DHS-designated service program specialists are temporarily exempt from certain WFNJ/TANF program requirements where compliance with such requirements would make it more difficult for a recipient to escape family violence, or where it would unfairly penalize the recipient who is or has been victimized by any such violence, or who is at risk of further family violence. The requirements that may not apply include, but are not limited to, child support good cause exceptions, emergency assistance, time limits on benefits, the family cap provision, and work requirements.

C. WFNJ/TANF Cash Assistance Financial Eligibility Requirements

Once non-financial eligibility status appears to be satisfied, the assistance unit's financial need must be established. Financial eligibility entails evaluating the resources and income available to the assistance unit.

Resources

Resources are defined as all real and personal property, including bank accounts, which is within the control of one or more members of each eligible assistance unit.

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Resources are considered either countable or exempt. Countable resources are all those resources, which are not considered to be exempt. A listing of examples of exempt resources can be found in Attachment A. Exempt resources are not subject to any liquidation requirement and are not considered in determining WFNJ/TANF financial eligibility or in determining the cash assistance benefit.

The general resource exemption limit under WFNJ/TANF for an assistance unit is now set at \$2,000. An exemption to the specified resource limit is also allowed for a teen parent living in an alternate adult supervised living arrangement. In this circumstance, the full amount of a special teen alternate living arrangement savings account and all interest and/or dividend earnings from such an account is exempt. In addition, Individual Development Accounts are exempt from the general resource limit. WFNJ/TANF also exempts one motor vehicle, the fair market value of which does not exceed \$9,500. A second motor vehicle, the fair market value of which does not exceed \$4,650, may be exempt if such vehicle is essential to commute to work or training, or must be used to transport a handicapped individual who resides in the household.

A voluntary assignment or transfer of income or resources for the explicit purpose of qualifying for WFNJ/TANF cash assistance benefits renders the applicant/recipient and all assistance unit members ineligible for benefits for a period of up to one year from the date of discovery of the transfer. This disqualification period is applied if the income or resources are transferred knowingly in the one-year period prior to application, or if the assistance unit acquires assets after being certified for benefits and then transfers such assets knowingly in order to qualify for cash assistance.

Income

Income can be described as earned or unearned. Income includes, but is not limited to, child support, commissions, salaries, self-employed earnings, and spousal support payments, interest and dividend earnings, wages and unemployment compensation. Earned or unearned income is either countable or exempt. WFNJ/TANF, utilizing prospective budgeting, considers the countable income of all persons in an assistance unit, including any income deemed to assistance unit members as a result of deeming from parents to adolescent parents and from sponsors to eligible aliens, to determine financial eligibility. Exempt income is not considered in determining financial eligibility or in computing the amount of the cash assistance benefit. A listing of examples of exempt income can be found at Attachment A.

Initial financial eligibility for cash assistance is determined through a test for assistance units applying as a new applicant, reapplicant or reopened case by comparing the total countable income with the maximum income allowed for the appropriate unit size in accordance with Schedule I (See Attachment B). Schedule I income allowances are 150 percent of the maximum benefit levels in Schedule II (See Attachment B). If the assistance unit's income is less than the maximum allowable income level for the appropriate unit size, initial financial eligibility exists. As long as the assistance unit's countable income is less than the applicable benefit level in Schedule II, WFNJ/TANF

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financial eligibility continues to exist. When the total countable income equals or exceeds the applicable benefit level in Schedule II, then the assistance unit is no longer eligible for WFNJ/TANF cash assistance benefits.

In computing the monthly cash assistance benefit, WFNJ/TANF allows for the application of certain disregards for earned income. If an applicant or recipient is currently employed, 50 percent of the gross earned income is disregarded monthly. If an unemployed WFNJ/TANF recipient subsequently obtains employment, 100 percent of the gross earned income is disregarded for the first full month of employment and 50 percent is disregarded for each additional month of employment thereafter. The 100 percent disregard may be applied only once every 12 months.

The earned income disregards are not applied to the earned income of an individual who is not in the eligible assistance unit because of a sanction for failure or refusal to comply with a WFNJ program requirement. The earned income disregards are also not applied to the earned income of an individual who is disqualified for an intentional program violation. In the case of an overpayment caused by a recipient's failure, without good cause, to report earned income on a timely basis, the amount of the overpayment is calculated without application of the earned income disregards. New Jersey requires that recipients report all changes that may affect their eligibility within 10 days of the date of the change except for cases with earned income that are subject to six-month reporting requirements. Only assistance units with countable earned income are eligible for six-month reporting. Such cases need not report changes in earned income until such time as the assistance unit's total income exceeds 130 percent of the Federal Poverty Level (FPL) or until the next redetermination, whichever occurs first. However, if the assistance unit does report a change, the county/municipal agency shall act on that change. The only change reporting to be encouraged is one that will result in the assistance unit obtaining higher benefits during the six-month period.

These income tests and benefit determinations are applied uniformly for all WFNJ/TANF cash assistance applicants/recipients on an objective and equitable basis. Actions on applications for cash assistance must be taken in a timely manner. Assistance is provided beginning with the date of application, provided the family was then eligible.

Non-recurring lump sum income will be subject to repayment of past cash assistance benefits granted in accordance with the Agreement to Repay, which is signed at the time of application/redetermination. After an Agreement to Repay is satisfied, any remaining amount of countable income, if any, will be used to determine a period of ineligibility. It should be noted that this treatment of non-recurring lump sum income applies primarily in cases of unexpected windfalls, but is not applicable in situations where any received lump sum income is designated for a special purpose, such as back medical bills resulting from an accident or injury. SSI payments are not subject to lump sum payment rules. Effective April 2, 1997, if assistance payments (including emergency assistance) are repaid to a county or municipal agency, in accordance with the agreement to repay, the months of assistance for which cash payments were repaid shall not count toward a recipients' five year time limit on receipt of public assistance.

D. Cash Assistance Recipients' Self Sufficiency Requirements

Overview

In accordance with PRWORA, New Jersey requires parents or caretakers receiving cash assistance under WFNJ/TANF, unless they are 60 years old or over, a victim of family violence, or a non-needy caretaker adult in a child only case, to engage in work for a minimum of 30 hours per week, once the State determines that the individual is ready to engage in work or at some time prior to the individual having received 24 months of cash assistance benefits (whether or not the receipt of such cash assistance is consecutive), whichever comes first. Under WFNJ, an individual may be required to participate up to 40 hours per week. WFNJ/TANF temporarily defers people who are unable to work from the work requirements.

Assistance benefits provided under the WFNJ/TANF program are time-limited and generally considered a temporary cash subsidy to bridge the gap and assist individuals in seeking and obtaining self-sufficiency through bonafide unsubsidized employment. Applicants are informed that receipt of WFNJ/TANF cash assistance benefits is limited to a lifetime maximum of 60 months and that seeking and accepting employment is the primary requirement for receipt of continuing cash assistance. These services are provided with Federal TANF funds and/or State MOE dollars.

In accordance with the provisions of Section 402(a)(1)(B)(iv), New Jersey elected not to require parents or parent-persons who have received assistance for two months to participate in community service, unless exempt or participating in a work activity. New Jersey requires all such participants to enter an appropriate work activity as soon as the first month of receipt of WFNJ/TANF.

The Individual Responsibility Plan (IRP)

An IRP is developed jointly by the WFNJ and LWD caseworker and the WFNJ/TANF parent or parent-person, including teen parents, victims of family violence, and recipients with substance abuse problems, to outline services and activities needed by family members in order to establish goals toward achieving self-sufficiency. New applicants who become eligible for WFNJ/TANF must complete an IRP within 90 days of the date of application of application. The IRP emphasizes personal responsibility and is designed as an evolutionary tool to be modified periodically, as necessary, to address changing needs/circumstances. A WFNJ/TANF parent or caretaker relative must comply in good faith with all provisions of the IRP including, but not limited to, ensuring that individuals participate in activities or receive services provided as agreed upon in the development of the Plan; attending activities specified in the IRP necessary to improve his or her skill levels or to address educational needs; participating in other services provided through referrals (such as medical services and/or rehabilitation for purposes of restoring or improving employability); or by maintaining employment, when appropriate.

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Employment and Job-Readiness Activities

Most cash assistance recipients are required to participate in employment and work readiness activities. These activities under New Jersey's WFNJ/TANF program include the following:

- ◆ Unsubsidized Employment: Employment in the private or public sector, which is not subsidized in any way.
- ◆ On-the-Job Training (OJT): OJT is an employment opportunity, which includes training. The participant is hired by a private or public employer, and receives training that provides knowledge or skills essential to the full and adequate performance of the job. At the end of the OJT, the participant shall be retained by the employer as a regular employee if the individual has made satisfactory progress during the OJT contract period.
- ◆ Community Work Experience Program (CWEP): CWEP is utilized to provide work and training to enable the recipient to adjust to, and learn how to function in, an employment setting. Placements are with either a public, private non-profit, or private charitable employer. CWEP placements are directed towards organizations and agencies directly involved in useful public service areas, such as health, recreation, child and adult care, education, environmental protection, social services, etc. A CWEP participant is not placed with a private-for-profit employer.
- ◆ Alternative Work Experience Programs (AWEP): AWEP consists of work and training for WFNJ/TANF recipients on a temporary basis with a public, private non-profit or private charitable employer that provides a recipient with the experience necessary to adjust to, and learn how to function in, an employment setting and the opportunity to combine the work experience activity with an education activity (which may include English as a Second Language), substance abuse treatment as indicated in the treatment plan, vocational exploration and/or job training. An AWEP participant's work experience placement shall not be with a private-for-profit employer.
- ◆ Community Service Programs: Community service programs are self-directed or scheduled preparatory work activities in which participants may provide an array of vital services designed to increase the common good and improve the condition of the community in which he or she resides. Examples include, but are not limited to, the provision of child care as a community service project, mentoring, tutoring, or other appropriate activities conducted under the auspices of organizations such as Big Brothers/Big Sisters, Americorps, or Habitat for Humanity, physical or administrative labor performed on behalf of a community organization/group, and volunteer work in hospitals, battered women's shelters, libraries, schools, or other such public institutions.

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- ◆ Supported Employment: Supported employment is an employment activity tailored to meet the needs of those recipients who demonstrate serious barriers to employment (such as learning disability or illiteracy, drug and alcohol problems, and physical/mental disabilities). Supported on-the-job employment opportunities and sheltered workshop approaches (modeled after successful programs in the mental health and developmental disabilities field) will serve persons with such barriers. When the participant is experiencing difficulties on the job, a job coach interacts with the participant and the employer to resolve problems that may affect the participant's continued employment.
- ◆ Job Search and Job Readiness Assistance: Participants engage in employment-directed activities with the immediate goal of obtaining full-time employment. Job search is directed to the individual participant's needs and local job market conditions, and may serve participants in either group, individual, or self-directed job-seeking activities, or a combination thereof. Job search is an appropriate up-front activity for applicants, as well as for job-ready recipients who have basic workplace skills and experience applicable to the labor market. Job readiness activities such as life skills training, substance abuse treatment, and family violence intervention may be combined with job search to enhance the effectiveness of job search activities for those in need of additional skills development or for those in later stages of treatment for family violence or substance abuse problems. Job search and job readiness activities are counted for a maximum of six weeks (four of which may be consecutive) unless New Jersey's unemployment rate is 50 percent greater than the unemployment rate of the United States, in which case this activity may be extended to 12 weeks.
- ◆ Vocational Educational Training: This is an activity involving institutional or other classroom training conducted by an instructor in either a worksite or non-worksite setting. Participants receive instruction in specific occupational areas, which reflect the current local labor market demand. Providers of this type of activity include, but are not limited to, community based organizations, private-for-profits, community/county colleges, vocational-technical schools, Workforce Investment Boards, and adult high schools. This activity is not utilized for more than 12 months for any WFNJ/TANF individual.
- ◆ Job Skills Training Directly Related to Employment: This is an activity tailored for those recipients who demonstrate serious barriers to employment (such as a learning disability or illiteracy, drug and alcohol problems, and physical/mental disabilities), and may include such activity components as pre-employment job coaching and mentoring (modeled after successful programs in the mental health and developmental disabilities field).
- ◆ Education Directly Related to Employment: This is an activity that is utilized in situations where a WFNJ/TANF recipient has not received a high school diploma or a general equivalence diploma (GED). The activity involves the participant in a course of study leading to a certificate of general equivalency, and is combined with community work experience participation or other approved work activities, including employment.

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- ◆ Satisfactory Attendance at Secondary School or in a Course of Study Leading to a Certificate of General Equivalence: This is an activity that is utilized in the case of a recipient who is a teenage parent or a recipient under the age of 19 who is expected to graduate or complete the course of study by his or her 19th birthday.
- ◆ Work Related Educational Enhancements: Work-related educational enhancements lead to recognized careers for which there is or will be a demand in the job market (as defined by LWD), and include programs that are offered at community colleges as well as post-secondary vocational training programs. Post-secondary education is directly related to work and is combined with approved work activities, including employment.
- ◆ Provision of Child Care Services: This activity involves the WFNJ/TANF cash assistance recipient in the direct provision of child care services to another WFNJ/TANF individual who is participating in a community service program or other State-approved employment-directed program.
- ◆ Substance Abuse Treatment: This activity involves participation in both voluntary and mandatory referrals for participation in substance abuse treatment programs. Once referred, the substance abuse assessment and treatment as determined by a clinical substance abuse treatment care coordinator may become mandatory and considered a condition of WFNJ initial or continued eligibility and the receipt of assistance. Participation in an approved substance abuse treatment program that is monitored by the clinical substance abuse treatment care coordinator is considered a work activity for purposes of WFNJ. Cooperation in substance abuse treatment is voluntary if the participant is not in sanction status.

Sanctions

If the responsible WFNJ/TANF individual fails or refuses to cooperate, without good cause, either with the IRP process or with the WFNJ/TANF work requirements, he or she shall be considered in noncompliance, which shall result in a loss of cash assistance benefits on a per capita basis. Sanctions are imposed in a graduated manner; i.e., first, second, and third instances, and differ according to whether the sanction applies to a single individual, two-parent family, parent minor, or dependent child 16 years of age or older. Agency staff will contact an individual before the sanction is imposed to attempt identification and conciliation of any issues that may be causing the individual not to comply. The purpose of the sanction is to provide a greater incentive to reinforce work and to enhance individual responsibility. In most situations, any case that remains in sanction status for three consecutive months will be closed at the end of that three-month period. The individual may re-apply but must demonstrate compliance before the case is re-opened. A single custodial parent with a child under age 13 will not be sanctioned for failure to comply with a work requirement if it is substantiated that failure to participate is due to the parent's inability to secure child care or suitable child care.

E. Cash Assistance Program Supportive Services

Supportive services payments are allowed to cover expenses incurred by WFNJ/TANF participants for services that may be necessary for a recipient to fulfill his or her participation in WFNJ/TANF work or work activities. Such payments are not to be considered an entitlement. Likewise, these services are provided only as a last resort when no other source of support is available. Supportive services primarily include child care payments, transportation services, a limited allowance to cover necessary work-related expenses, family violence intervention, and Aid to Families with Dependent Children (AFDC)-Related Medicaid. WFNJ/TANF services are provided either directly, or through contracts for services. These services are provided with Federal TANF funds and/or State MOE dollars with the exception of AFDC Related Medicaid.

Work Expense Allowances for Cash Assistance Recipients

The following work expense allowances may be provided:

- Transportation allowances up to \$10.00 a day (or more with DFD approval), or transit passes;
- Employment-directed activities allowances, up to a lifetime maximum of \$500.00 for items such as clothing (uniforms), tools, car maintenance, licenses, and testing fees. Based upon an assessment of individual needs and circumstances and approval by DFD, an additional allowance not to exceed \$300.00 may be authorized over the lifetime of the case;
- An allowance, not to exceed \$500.00, may be provided over the lifetime of the case for a one-time moving expense allowance when the recipient has a firm job offer and the allowance will ensure the employment. This allowance is in addition to the work expense allowances noted above, and is subject to DFD approval.

These allowances are provided with Federal TANF funds and/or State MOE dollars.

Family Violence Intervention for Cash Assistance Recipients

An individual, who may be subject to past or present family violence, will initially be screened by trained county staff. As a result of the initial screening, the individual and the individual's family may be referred to a certified domestic violence or sexual assault specialist at a DHS-designated Domestic Violence or Sexual Assault Service Program for further assessment and intervention. These services are provided with Federal TANF funds and/or State MOE dollars.

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Child Care for Cash Assistance Recipients

Child care supportive service benefits shall be provided to the extent that such child care is necessary to permit a WFNJ/TANF eligible family member to accept employment, to remain employed, to participate in WFNJ/TANF employment-directed or educational activities, to complete the initial determination of employability, or to allow a teen parent to remain in high school. Participants who are employed and in receipt of WFNJ/TANF cash assistance benefits shall be required to contribute toward the cost of child care services.

Child care and enhanced early childhood education services for TANF recipients are provided by a variety of providers, including but not limited to: publicly and/or privately funded non-profit child care centers and private for-profit child care centers licensed by the DHS Office of Licensing (OOL); before and after school child care for pre-kindergarten and kindergarten programs operated under the auspices of the State Department of Education (DOE) and local school districts; family child care homes registered through the contracted sponsoring agencies; and in-home care providers approved under the auspices of DFD. Cash assistance recipients are also provided child care resource and referral services in addition to child care placement services. Child care services are provided with both State MOE and Federal TANF funds. Services provided under DOE are funded as separate State program expenditures and counted as MOE.

Medical Support for Cash Assistance Recipients

Medical support services for cash assistance recipients are provided through the New Jersey Division of Medical Assistance and Health Services (DMAHS). Children and their parents or needy parent-persons are eligible for the AFDC-Related Medicaid Program if the family members would be eligible for the former AFDC program using the income methodologies and standards in effect as of July 16, 1996 in accordance with the Title XIX State Plan. In the determination of resource eligibility for Medicaid, the resource methodologies and standards applicable under the Title XIX State Plan shall apply. Medicaid is funded with Federal Title XIX moneys and matching State funds, and is administered by DMAHS.

Substance Abuse Initiative

Under the Substance Abuse Initiative (SAI), a WFNJ/TANF recipient who identifies him or herself as having a substance abuse problem will be offered a referral to meet with a SAI Care Coordinator for substance abuse assessment and, if needed, will be placed in treatment. Cooperation in the SAI is voluntary if the recipient is not in sanction status. Additionally, substance abuse assessment and subsequent treatment are mandatory for TANF recipients who have failed in a work activity, are in sanction status, and there is evidence that indicates that substance abuse contributed to the failure to comply with the work activity. In order to remove the sanction, the individual is required to cooperate with the SAI program. Once the individual has cooperated, the sanction can be lifted. SAI is funded with Federal TANF and/or State MOE moneys. When appropriate, a

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TANF eligible adult may be referred to the SAI by the Division of Youth and Family Services (DYFS) even if the family is not receiving WFNJ/TANF cash assistance. Services for non cash assistance recipients are funded as separate State program expenditures and counted as MOE.

Mental Health Initiative (MHI)

In collaboration with the DMAHS, this initiative is designed to assist recipients who have a mental health barrier that poses an impediment to self-sufficiency. The DMAHS works closely with the CWAs who refer clients to be assessed and evaluated by the Mental Health Case Manager. The CWAs are provided technical assistance to enhance their awareness of mental health disability issues. Providing recipients with mental health issues access to these specialized workers will provide them with the necessary mental health services that will enable them to become self-sufficient. This initiative is funded with Federal TANF and/or State MOE moneys.

Supplemental Living Support

The Supplemental Living Support (SLS) Program was established for post 60-month WFNJ individuals placed in exemption status. This population has been identified as having multiple barriers to self-sufficiency, which creates additional needs. The SLS provides an additional monthly cash benefit of \$150.00 to all cases where one or both of the adult recipients on a WFNJ/TANF case have met the exemption criteria for post 60-month WFNJ assistance. The purpose of the SLS benefit is to offset additional housing or living costs associated with long term disability. The Supplemental Living Support is funded with Federal TANF and/or State MOE moneys.

Burial/Funeral Expenses for Cash Assistance Recipients and Post-TANF Recipients

Both TANF recipients and post-TANF recipients in receipt of regular or extended AFDC-related Medicaid are eligible for funeral and burial services. In addition to active TANF recipients, those eligible for burial funeral expenses include EEI working families with income from employment equal to or less than 250 percent of the FPL. These services are provided with Federal TANF and/or State MOE funding.

Supportive Assistance for Individuals and Families (SAIF)

The SAIF pilot program provides 24 months of cash assistance and intensive case management to WFNJ recipients beyond the 60-month time limit when the recipient or the recipient's dependent children would be subjected to extreme hardship or incapacity in the event of a termination of benefits. Intensive case management provides additional supports to families that have been unable to become self-sufficient because of serious barriers. The SAIF pilot program is funded with Federal TANF and/or State MOE moneys.

The Temporary Assistance for Needy Families Initiative for Parents (TIP) Program

The TIP Program is a performance-based child abuse and neglect prevention initiative that offers comprehensive voluntary in-home visitation and/or in-community parenting and nutritional services to promote healthy child development and family functioning for: TANF parents and parent persons, needy single adults receiving State funded cash assistance, and Non-Public Assistance (NPA) Food Stamp Program (FSP) recipients in their third trimester of pregnancy; as well as, all new NPA FSP parents and TANF parents or parent persons with infants from birth through 12 months of age. This includes SSI recipients with open TANF child only cash assistance cases, sanctioned TANF parents, and TANF parents of capped children. The TIP Program provides additional supports to TANF recipients who are deferred as well as those who are required to participate in a work activity. TIP Program services may count towards all or part of an employment-directed activity (EDA) for WFNJ recipients who are required to participate in a work activity, until the infant reaches 12 months of age. TIP Program services are made available initially based on the local vendor's assessed needs of the family. Participants are re-evaluated by the vendor, for continued program services, at three-month intervals. Federal TANF funding supports this program.

F. Emergency Assistance for Cash Assistance Recipients

In addition to cash assistance, Emergency Assistance (EA) is also provided to TANF-eligible recipients, on an as-needed basis. Such assistance includes emergency food, clothing, and shelter and, when necessary to establish the family in permanent shelter, rent security deposit, moving expenses, utility deposits, and an allowance for replacement furniture. Payment of retroactive rent or mortgage and/or utility payments may also be provided. Temporary rental assistance may also be authorized in order to resolve imminent or actual homelessness. Services are provided with Federal TANF and/or State MOE funding.

G. Special Initiatives for Cash Assistance Recipients

Long Term Support Program Pilot Project

The Long Term Support Program Pilot Project (LTSP) component of WFNJ provides extended emergency assistance benefits for up to an additional 36 months to unemployable WFNJ/TANF/EA and non-cash assistance recipients who are TANF eligible to stabilize and maintain housing for this population. Services to this population include intensive case management and case coordination with public housing authorities, mental health, and other pertinent agencies to move this population toward partial or full independence and away from the emergency assistance program. The

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Division has a contract to assist these recipients in applying for and obtaining SSI benefits for those individuals with potentially valid SSI claims. These services are provided with separate State funding and the expenditures are claimed as MOE.

Supplemental Security Income (SSI) Application Assistance Initiative for Cash Assistance Recipients

Entities under a contract with DFD assist WFNJ/TANF recipients in all 21 counties in New Jersey in obtaining SSI benefits to which they may be entitled. These entities will make available, either directly or through sub-contractors, professional services to eligible recipients who appear to have potentially valid SSI claims, in order to assist those individuals in pursuing their legal rights to SSI benefits. These services will include, but are not limited to, training CWA staff who will screen and refer clients eligible for participation in the project, assisting the client in preparing an initial SSI application, referring the client to a medical specialist who will prepare expert medical documentation on the client's behalf, providing legal assistance and representation in the event the client's application is denied, and securing social services and transportation assistance to get the client to and from medical visits and hearings. These services are funded with Federal TANF and/or State MOE moneys.

Kinship Care Subsidy Program

Both TANF recipients acting as parent-persons and non-needy parent-persons who are caring for a related child who is not their natural or adopted child, may become "kinship legal guardians" for these children pursuant to the Kinship Legal Guardianship Act, P.L. 2001, c. 250, codified at N.J.S.A. 3B:12A-1 to-6 and N.J.S.A. 30:4C-84 to -88, and if otherwise eligible, participate in the Kinship Care Subsidy Program. In addition to relatives, "family friends" can be caretakers provided that Legal Guardianship pursuant to State Law that allows a non-relative guardian to act "in loco parentis" has been established. This new form of legal guardianship transfers rights to the kinship caregiver that allow for the care and protection of the child. Non-needy kinship guardians with family incomes of less than 150 percent of the federal poverty level may receive child only Kinship Subsidy Payments of up to \$250 per child per month. Needy kinship legal guardians that are also TANF recipients serve as a "payee" for the kinship child and receive Kinship Subsidy Payments of up to \$250 per child per month. As part of the New Jersey Child Welfare Plan, the Kinship Care subsidy amount is anticipated to increase. Payments and services are funded with Federal TANF and/or State MOE moneys.

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Division of Youth & Family Services Relative Care Permanency Support Program

The DYFS' Relative Care Permanency Support Program is an ongoing initiative that encourages permanency and provides financial support to relative caregivers that care for a child removed from their home by DYFS for protective service reasons and placed by DYFS with the relative. This is a time-limited program and is not considered a permanent plan. While the child is in this program, his or her DYFS worker is working toward a permanent placement such as a return home, adoption, or Kinship Legal Guardianship. This initiative does not require the relative to seek legal guardianship. If the relative caregiver cooperates with the child's permanency plan, he/she will be eligible for a monthly payment for the child. This program will be available to children with incomes up to 500 percent of the State Median Income. Monthly payments up to \$250.00 and services are funded as separate State program expenditures and counted as MOE. As part of New Jersey's Child Welfare Reform Plan, DYFS will supplement the payment for individuals who become relative caregivers after July 1, 2004, up to the current resource family board rate and clothing schedule utilizing State funds designated for child welfare, which are not chargeable to the MOE requirement. In addition to relatives, "family friends" pursuant to P. L. 2001, c.250, codified at N.J.S.A. 3B:12A-1 to-6 and N.J.S.A. 30:4C-84 to -88, may become caregivers. When "family friends" are caregivers in this program, they have not established guardianship and do not act in "loco parentis" pursuant to State Law therefore State funds, which are not chargeable to the MOE requirement, are provided in these situations.

Division of Youth & Family Services Legal Guardianship Subsidy Program

The DYFS' Legal Guardianship Subsidy Program will assist caregivers who become kinship legal guardians and assume the financial and legal responsibility of caring for a relative's child that has been placed with the caregiver by DYFS. Caregivers who become kinship legal guardians are eligible to receive a monthly subsidy for each child. In addition to relatives, "family friends" pursuant to P. L. 2001, c.250, codified at N.J.S.A. 3B:12A-1 to-6 and N.J.S.A. 30:4C-84 to -88, may participate in this program provided that Legal Guardianship pursuant to State Law that allows a non-relative guardian to act "in loco parentis" has been established. This program is available to children with incomes up to 500 percent of the State Median Income. Monthly payments up to \$250.00 and services are funded as separate State program expenditures and counted as MOE. As part of New Jersey's Child Welfare Reform Plan, DYFS will supplement the payment for individuals who become caregivers after July 1, 2004, up to the current resource family board rate and clothing schedule utilizing State funds designated for child welfare, which are not chargeable to the MOE requirement.

Education and Outreach Efforts of the WFNJ Program

The Division of Family Development's Communications and Outreach Unit provides a wide variety of informational and educational materials about the WFNJ program and related programs/services for the benefit of current and former WFNJ participants, potential participants, the New Jersey Legislature, employers, state/county/local and private service providers, and the general public. These materials include, for example:

- Brochures, flyers, and posters that address specific programs and supports provided to WFNJ participants, former recipients who become employed and leave cash assistance, and low-income working families.
- Computer slide presentations that provide comprehensive information and up-to-date statistics on WFNJ and related programs.
- Educational videos on WFNJ and specific programs/services.

Published materials and videos are translated into Spanish (and other languages, as necessary). All of the above are updated/revised as needed to reflect major policy and programmatic changes.

The Division periodically conducts training, conferences, workshops, and other forums on WFNJ and related programs/issues for the benefit of staff and human services providers (state agency/county/local and community and faith-based providers).

Collaboration with key stakeholders throughout the state, other State agencies, and various human services advisory bodies is critical to the Division's efforts to provide enhanced outreach services to our many constituents. WFNJ outreach activities are provided with Federal TANF and/or State MOE funding.

3. WFNJ/TANF Non-Cash Assistance Support Programs

Certain recipients are eligible to receive several types of time-limited non-cash assistance TANF supports, which are funded with Federal TANF and/or State MOE moneys, even though the individuals are not eligible to receive TANF cash assistance. These include individuals who would otherwise be eligible for cash assistance except for income from new employment, or working families whose income does not exceed 250 percent of the FPL, and employed cash assistance recipients who voluntarily close their case and meet specific eligibility criteria.

Early Employment Initiative (EEI)

Under the EEI Program, adult members of an applicant family that appear to meet all financial and non-financial eligibility requirements for WFNJ, who are not in immediate need and do not qualify for a deferral from WFNJ work requirements, shall be referred

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for participation in the EEI while their application is being processed if they meet the mandatory criteria for participation or if they volunteer to participate.

Mandatory applicants are those individuals that have a work history that equals or exceeds four months of full-time employment in the 12-month period prior to application. Applicants who have a high school diploma, a GED, or a work history that equals or exceeds four consecutive weeks within the year immediately prior to applying for assistance may volunteer for participation. However, once an applicant volunteers, participation in EEI is mandatory.

Each applicant who is prescreened and determined eligible for participation in EEI is referred to an EEI agency for participation. EEI participants are eligible to receive immediate up-front short-term financial assistance to pay for the necessary supportive services required to allow the individual to participate in EEI. If the individual is successful in obtaining unsubsidized employment within the EEI participation period, an additional one-time lump sum payment may be provided, as needed, to cover necessary employment-related expenses until the individual receives his or her first paycheck. In addition, EEI participants may receive up to 24 months of child care benefits, and may also receive continued medical benefits through Medicaid. The agency that is authorized to provide EEI services receives a fee for providing intensified job placement and development that is inclusive of an amount to cover administrative costs. The EEI program is administered by LWD and funded with separate State funds that are counted as MOE.

Child Care

Those families whose WFNJ/TANF cash assistance is closed are eligible for up to at least 24 consecutive months of child care benefits from the date of the case closing, provided that they are employed. Child care is also provided to EEI participants, as well as low-income working families. Funding for extended child care benefits for families with income levels of less than 250 percent of the FPL is provided through State MOE moneys. Funding for extended child care benefits for EEI or post-TANF families with income levels in excess of 250 percent of the FPL is provided through State-only moneys for up to 24 months from the date of case closing.

Child care and enhanced early childhood education services for post-TANF and income eligible recipients are provided by a variety of providers, including but not limited to: publicly and privately funded non-profit child care centers and private for-profit child care centers licensed by the Office of Licensing, before and after school child care for pre-kindergarten and kindergarten programs operated under the auspices of the DOE and local school districts, family child care homes registered through the contracted sponsoring agencies and home based providers approved under the auspices of DFD. EEI and post-TANF families are also provided child care resource and referral services in addition to child care placement services.

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Such child care is funded through various sources, including but not limited to: the Child Care Development Fund (CCDF); the Federal TANF and/or State MOE funds; the Social Services Block Grant (SSBG); as well as DOE State Aid Funding. For the TANF program, expended child care funds are tied to individual children. Early childhood Education for pre-kindergarten programs is operated under the auspices of the State DOE. The pre-kindergarten program is funded by separate State MOE funds. As part of implementation of the Abbott vs. Burke Decision, New Jersey included a mandate that all 31 Abbott School districts are required to provide early childhood education for three and four-year old children. The State expanded this program to provide before and after school and full time summer child care (known as Wraparound child care). This is being accomplished by utilizing existing early childhood and child care programs in the community, that are licensed child care centers (licensed by the DHS), that also choose to contract with an Abbott school District to provide Pre-Kindergarten educational services. Expenditure claims for these children are based on the formula contained in either Attachment C (education services) or Attachment E (wraparound services).

Medical Support

Extended Medicaid benefits are available through the DMAHS to families who lose eligibility for AFDC-Related Medicaid due to employment-related criteria based on the income standards and methodologies in effect for the AFDC program as of July 16, 1996 and in accordance with the Title XIX State Plan. Extended AFDC-Related Medicaid benefits begin with the loss of Medicaid eligibility under the July 16, 1996 AFDC income standards and methodologies.

For those families who are no longer eligible for WFNJ/TANF and AFDC related Medicaid due to increased child or spousal support, extended AFDC-Related Medicaid benefits are provided coincident with Title IV-A during the four calendar-month post-WFNJ/TANF eligibility period.

Case Management Counseling Services

Households with earned income whose TANF case closed in the past 24 months are eligible to receive post-TANF Case Management Counseling Services (CMCS), provided that their income is less than 250 percent of the FPL. CMCS directs eligible post-TANF households to those supportive services that may be beneficial to the household's maintenance of active employment. These services are provided with Federal TANF and/or State MOE funding.

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Transportation Assistance for employed non-cash assistance recipients

Employed post-TANF recipients will be eligible for a subsidized bus or train pass program and/or other transportation services after they leave cash assistance. In addition, income-eligible working families with income levels of less than 250 percent of the FPL will be eligible for transportation services to enable them to continue employment and avert welfare dependence. These services are funded as separate State program expenditures and counted as MOE.

Social Services for the Homeless

Post-TANF recipients and other income-eligible families with income levels of no more than 250 percent of the FPL will be eligible for services to avert homelessness and to help secure housing. Such services will be provided to facilitate these families to enter, regain, or maintain employment. These services include emergency shelter, prevention services (e.g., security deposits, utility deposits, etc.), 24-hour emergency services, and limited case management services. These services are funded as separate State program expenditures and counted as MOE.

Emergency Assistance

Emergency assistance services including, but not limited to, family preservation, case management and planning, transportation, shelter, crisis intervention, residential services, child abuse and neglect screening, independent living services, job readiness counseling, day treatment, parental skills training, child development training, and support services are provided by the Division of Youth and Family Services to families with incomes up to 200 percent of New Jersey's State Median Income (SMI). EA includes any other service, which was in place under New Jersey's AFDC Title IV-A State Plan in effect as of September 30, 1995. These services are funded with Federal TANF and/or State MOE moneys except for EA services addressing foster care services provided to families in State-operated public institutions, which are funded with Federal TANF funds only.

Supplemental Work Support Program

The Supplemental Work Support Program is a voluntary program for TANF recipients who have been in receipt of benefits for at least the last six months and who during that time have been employed a minimum of 20 hours per week for at least four months. Although still eligible for a partial grant, these individuals may voluntarily close their TANF cases and receive a monthly supplemental work support payment to help offset the cost of working. By closing their case, these individuals will be able to maintain employment and not draw from their 60-month lifetime limit on receipt of TANF cash assistance benefits. This support can be provided for up to 24 months so long as the assistance unit would have remained eligible to receive a partial assistance benefit but chooses to keep their TANF case closed or provided the assistance unit's income is

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less than 250 percent of the Federal Poverty Level. Supplemental work support payments are intended to cover transportation costs including car maintenance, auto insurance, parking costs, etc. for a vehicle used for work; child care costs over and above the amount paid through the post-TANF transitional child care program, clothing and uniforms necessary for employment, meals at work, tools, equipment and materials incidental to the job, training costs above the amount provided through the Career Advancement Voucher Program, etc. This program is funded with Federal TANF and/or State MOE funds.

Career Advancement Voucher Program

The Career Advancement Voucher Program (CAVP) is available to eligible post TANF recipients who are employed and have expressed an interest in career advancement. The CAVP provides funds for educational or occupational training opportunities. The program is intended to foster career advancement for individuals who demonstrate that participation will result in a potential for growth in their current job or increased potential growth in a new job. Eligibility for this program is limited to post TANF recipients whose cases have closed within the past 24 months and whose income is less than 250 percent of the Federal Poverty Level. This program is administered by LWD. Services are funded as separate State program expenditures and counted as MOE.

New Jersey Earned Income Tax Program

New Jersey has enacted legislation (P.L. 2000, c.80, enacted August 14, 2000) to establish a New Jersey Earned Income Tax Credit (EITC) program. This program will further promote work and job retention by supplementing the incomes of low-income working families as they move up the career ladder and remain independent from public assistance. For purposes of the New Jersey Earned Income Tax Program and claiming of State MOE funds, the definition of a "qualifying child" parallels that found in the Internal Revenue Code used for Federal Income Tax reporting purposes. The New Jersey EITC program is available to families with annual earned incomes of \$20,000 or less. Federal TANF and/or State MOE moneys will be used to fund that portion of the credit that is refunded to the taxpayer that exceeds the taxpayer's tax bill.

NJ Individual Development Accounts

The NJ Individual Development Account (IDA) Program is being operated in conjunction with the Department of Community Affairs and its designated entities. NJ IDAs are being made available to both TANF and post-TANF recipients, living with a dependent child, whose incomes are below 200 percent of the Federal Poverty Level. Client contributions are matched dollar for dollar up to specific amounts yearly for the purpose of saving for a primary residence, post-secondary education, and qualified business capitalization. Parallel to the savings process, participants are required to attend a basic financial education course and an asset specific training program. The NJ IDA program is funded with Federal TANF funds.

Independent Living Skills Training/Supports

Independent Living Skills Training/Supports are provided to youth who are aging out of the Division of Youth and Family Services' care. The skills training and supports will enable these youth to become self-sufficient. The primary focus of the training program is pregnancy prevention. To support pregnancy prevention the youth are provided with skills to enhance their independence including money management, employment directed skills, and good decision making. One-time services or goods that will help the youth become employed or go back to school are also provided. For example, the youth may be provided with services to assist in finding a place to live, transportation to secure housing or employment, or an initial basic furniture purchase. Other items that facilitate independence such as tuition reimbursement and payment for driving lessons or car insurance can also be provided. However, to receive these funds, the youth must first participate in life skills education that teaches pregnancy prevention. Federal TANF funds are used for this purpose.

Responsible Parenting and Operation Fatherhood for Cash Assistance Recipients

New Jersey's efforts with absent parents to strengthen family relationships, promote the formation of two-parent families, and reduce the incidence of out-of-wedlock births include but are not limited to: peer counseling and support services, one-on-one work with participants, pregnancy prevention, parenting skills training, employment counseling, and family revitalization efforts such as substance abuse counseling or treatment; and "abusive relationship" counseling. Work is done with the prisons and county jails as well as inner city community groups to reach the non-custodial parents.

The goal of this effort is to not only assist absent parents to meet their child support obligations but to enable them to become meaningful, active and positive participants in their children's lives. This will be achieved by engaging these individuals in improvement activities on both the employment and personal levels. These initiatives are funded with Federal TANF moneys.

Teenage Pregnancy

New Jersey has established an Advisory Council on Adolescent Pregnancy to develop a prevention and education outreach strategy for adolescents. The Council is charged with reviewing and developing policies that will prevent adolescent pregnancy and out-of-wedlock births and improve services to at-risk, pregnant, and parenting adolescents. The Council's membership includes representatives from the New Jersey Departments of Human Services, Health and Senior Services, Education, Community Affairs, and LWD. Public membership on the Council includes representation from community-based religious organizations, and the health, social service, and education

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communities. See Attachment D for more information on the State's pregnancy prevention efforts, as well as efforts to address Statutory Rape. Services recommended by this Advisory Council are funded with segregated Federal TANF moneys.

New Jersey Youth Corps Adolescent Pregnancy Prevention Program

The five essential components of New Jersey Youth Corps are community service projects, personal and career counseling, employability and life skills, education development and continuing support services. Through these comprehensive services offered by New Jersey Youth Corps, pregnancy prevention services are provided to youth either who are at risk of pregnancy or who are teen parents at risk of subsequent pregnancies. To support pregnancy prevention the Youth Corps assists youth by promoting education and self-esteem, employability and self-sufficiency. New Jersey Youth Corps and Pregnancy Prevention is funded with segregated Federal TANF moneys.

Youth Programs in the Jersey City Armory

The Youth Programs in the Jersey City Armory work to prevent teen pregnancy by providing wholesome recreational activities for young persons in a supervised setting. Using the vast facilities available in the Jersey City Armory, the programs provide opportunities for 14 to 17 year olds to participate in a variety of sports, including basketball, baseball, soccer, volleyball, and tennis. Non-sporting activities include tutoring, computers, arts and crafts, and board games. Summer activities are offered to pre-teens age 8-13 as a way of cultivating life-long habits that will eventually reduce the young persons' risk for teen pregnancy. The program is funded with segregated Federal TANF money.

WFNJ Faith-Based Initiative

The Division of Family Development has worked diligently to create a voice for the faith community to participate in the public process, to enhance outreach, and to provide funding opportunities when available.

The goal of the NJ Department of Human Services and Department of State (DHS/DOS) Faith and Community-Based Collaborative is to expand DHS's ability to provide services to Post Temporary Assistance to Needy Families (Post-TANF) recipients by conducting mailings, phone calls and community street outreach designed to refer the Post-TANF clients to existing County support services that they are eligible to receive.

Under this initiative, "Post-TANF" applies to those families who were terminated from receiving cash assistance, due to any reason, within the last twelve months. The funds

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provided in this initiative are intended to enhance outreach and referral to transitional support services, career counseling and development, and job retention services for Post-TANF recipients. Special emphasis will be placed on informing those that have left assistance of the support services available. "Transitional support services" include child support, child care, transportation assistance, Medicaid, NJ Family Care, Food Stamps, Low Income Home Energy Assistance Program, and the Earned Income Tax Credit. Faith-based activities for families with an income of less than 250 percent of the FPL are funded with segregated Federal TANF moneys.

Early Start

Early Start is an initiative designed to reduce repeated teen pregnancies, promote child/family literacy and increase parent-child interaction in an effort to prevent child abuse and neglect in New Jersey's most at-risk families. Early Start vendors will provide a host of in-home services including counseling services that focus on teen pregnancy prevention, parenting/child development skills, client assessment and screening, enrollment in Family Care, promoting the Early Start Initiative and establishing referral packages. Early Start will prepare at-risk children between 0-3 for preschool (primarily in Abbott Districts) through the delivery of intensive, in-home services by local community providers using a home visitation model. In addition, distribution of Healthy Baby Kits to At-risk families, Early Childhood Development tools, and in-home child care training are also funded as part of this initiative. The Early Start initiative is funded with Federal TANF moneys

New Jersey Hunger Prevention and Nutrition Assistance Program

The goals of this program are to improve the health and nutritional status of New Jersey families with children in need of food assistance; to support the efforts of emergency food programs to reduce hunger; and to enable families to become food secure and self sufficient. There are three components to this program.

The first component of the program includes funding to six food banks operated by community agencies to provide products normally unavailable through food banks including meat and dairy products to families with dependent children. The eligibility criterion is 250 percent of the FPL. The benefits are limited to four months in twelve months. Segregated Federal TANF money is used for this component.

The second component of the program is the New Jersey Cooperative Gleaning Project. This special project with New Jersey's Department of Agriculture promotes healthy diets for disadvantaged families through local hunger relief organizations. Segregated Federal TANF funds are used to provide fresh fruit, vegetables, and education about the importance of a nutritious diet, food safety, storage, and preparation to needy families. Families with dependent children who have an annual household gross income of less than 250 percent of the FPL are eligible for this

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program. Benefits are limited to four months. Fiscal information is provided to the Division of Family Development monthly.

The third component of the program uses segregated Federal TANF money to enhance the performance of emergency food programs in New Jersey. Food service providers are concerned that many who are in need of assistance from food providers do not take advantage of these services. To remedy this situation, segregated Federal TANF funds will be used to develop strategies to increase utilization rates. To this end, a survey of needy families with children will be performed to enhance the understanding of food sources and human need for food in New Jersey. The survey intends to determine how utilization rates can be improved, and how outreach efforts can become more successful. The results of this survey will be immediately disseminated to food service providers to increase the effectiveness of these organizations.

Family Support and Economic Self-Sufficiency Program

The Family Support and Economic Self-Sufficiency Program provides comprehensive support services and employability skills enabling single parents, teen parents and displaced homemakers to achieve family stabilization, decrease the likelihood of child abuse and neglect, and achieve economic self-sufficiency. Services include: counseling and case management; information, referral and advocacy; careering and assessment; legal assistance; housing assistance; child care and transportation assistance; emergency basic need assistance; women's health education; life-skills management training; parenting skills; home visitation; job training, job placement, job development, and job stabilization services. The Family Support and Economic Self-Sufficiency Program is funded with Federal TANF moneys to encourage the formation and maintenance of two-parent families.

Technology

Federal TANF and/or State MOE funds are utilized to support our automated systems development and operations to support the TANF program. Operationally, systems support for TANF is provided through the Family Management Information System (FAMIS) and On-line Management Economic Goal Achievement (OMEGA).

America's One-Stop Operating System (AOSOS) is used to facilitate inter-agency communication between WFNJ and OSCC agencies. AOSOS is the formal electronic communication system for case management. Basic customer information from FAMIS is electronically transferred to AOSOS nightly. The WFNJ agency uses AOSOS to create inter-agency referrals to the OSCC and avoid conflicts in appointments. The work registration is fielded through the electronic transfer of information from FAMIS to AOSOS or by entering the information directly into AOSOS. When the customer reports to the OSCC staff for his/her appointment, initial information has already been entered into AOSOS. The OSCC can activate the file and complete additional sections.

Under the sponsorship of DFD, a web-based screening tool, NJ Helps, was developed to provide New Jersey citizens with a private mechanism for learning about State

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benefit programs. Using basic demographic and income information, the tool screens for several programs, including TANF, and provides contact information for proceeding with an application.

The Consolidated Assistance and Support Services (CASS) will incorporate new technology solutions as the basis for future application development to meet program goals and objectives. The goal of the CASS project is the development of a new and fully integrated automated system that will support all benefit and service delivery programs supervised by DFD. It will include the development of a common user interface and an online, web-based, and open system architecture that will enable DFD to more easily implement functionality in support of business requirements, including interoperability with other federal, state, and local systems.

Special Initiatives

Special Initiatives are contracts with the counties for a variety of services to promote employment and self-sufficiency. These services are usually available to address the needs of WFNJ recipients but may be provided to families with incomes up to 250% of the Federal poverty level. Special Initiatives are funded as separate state program expenditures counted as MOE.

4. Miscellaneous Administrative Policies

Confidentiality and Disclosure of Information

New Jersey will take reasonable and necessary steps 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. Information about applicants or recipients will be used or disclosed only for purposes directly connected with the administration of public assistance and related services, which cannot be offered without such information. The safeguards shall not prevent the State agency from furnishing a Federal, State or local law enforcement officer with the current address of any recipient provided the information is necessary for the officer to conduct official duties pursuant to the PRWORA.

State of New Jersey Address Confidentiality Program

The New Jersey Address Confidentiality Program (ACP) authorized under N.J.S.A. 47:4-1 et seq. was established by the Address Confidentiality Act, which became effective in January 1998. The goal of the ACP is to assist victims of family violence who have relocated in his or her efforts to keep batterers from finding them. The ACP Program offers two service components; a substitute address service and a protected record service. These services will severely limit a batterer's ability to access

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information that could identify the new location of a victim of family violence. The ACP is funded and administered by the New Jersey Department of Community Affairs' Division on Women, and is not TANF funded.

Nondiscrimination

New Jersey has established procedures for ensuring fair and equitable treatment of applicants or recipients of public assistance. There shall be no discrimination based on race, color, religion, sex, national origin, marital, parental or birth status, sexual orientation, or disability by State or local agencies in the administration of any public assistance program. Further, New Jersey has established provisions for applicants and recipients who have been adversely affected by WFNJ regulations to be heard in a State administrative hearing process. Recipients have the right to appeal any action or inaction affecting eligibility, benefit determination, or condition of payment, and are advised of this right with each adverse action notice.

The following provisions of law shall apply to any program or activity administered by New Jersey from Federal funds received for this program:

- ◆ Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794)
- ◆ The Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.)
- ◆ Titles VI and VII of the Civil Rights Act of 1964, as amended (42 U.S.C. 2000d et seq.)
- ◆ The Age Discrimination Act of 1975 (42 U.S.C. Section 6101 et seq.)
- ◆ Title IX of the Education Amendment of 1972, as amended (20 U.S.C. 1681 et seq.)
- ◆ The Equal Pay Act of 1963 (29 U.S.C. Section 206(d))

ACCOUNTABILITY

1. Administration of TANF Program

The Department of Human Services' Division of Family Development (DHS/DFD) is the agency responsible for supervising the WFNJ/TANF program at the State level. WFNJ/TANF will be administered at the local level by the 21 county agencies, under DFD supervision and through contracts for services.

2. Assurances

New Jersey will use Federal TANF funds in accordance with the provisions of the Personal Responsibility and Work Opportunity Reconciliation Act (P.L. 104-193), the final TANF Federal regulations at 45 CFR Part 260 et seq., as well as enabling State legislation.

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New Jersey will conduct a program designed to reach state and local law enforcement officials, the education system, and relevant counseling services that provide education and training on the problem of statutory rape so that teenage pregnancy prevention programs may be expanded in scope to include men.

New Jersey has in place a grievance procedure for resolving complaints involving alleged work displacement of regular employees through the LWD Division of Worker's Compensation and Workplace Standards.

New Jersey will deny assistance for 10 years to an individual convicted after August 22, 1996 in Federal or state court of having made a fraudulent statement or representation with respect to the individual's place of residence in order to receive TANF, Food Stamps, SSI under Title XVI, or Title XX assistance simultaneously from two or more states.

New Jersey will deny assistance to an individual who is violating a condition of probation or parole imposed by a Federal or state court.

New Jersey will deny TANF assistance to an individual convicted under Federal or State law of any felony which has as an element the distribution, possession or use of a controlled substance which occurred after August 22, 1996 except that, in the case of possession or use, the individual may be eligible for WFNJ, pursuant to P.L. 1999 c 427, if he or she enrolls in and actively participates in or has successfully completed a drug treatment program licensed by the New Jersey Department of Health and Senior Services, and has been determined to be drug free as determined by the New Jersey Department of Human Services in regulation for a period of 60 days.

New Jersey will not use TANF funds to provide medical treatment, with the exception of pre-pregnancy planning services.

New Jersey will not use TANF funds to provide cash assistance for a child who is out of the home for more than 180 days.

New Jersey will submit required reports, participate in the Income and Eligibility Verification System (IEVS), and maintain the required State maintenance of effort as provided in accordance with the PRWORA.

Effective with the submission of the original TANF State Plan, New Jersey adhered to the 15 percent administrative cap.

3. Quality Control and Program Evaluation Reviews

New Jersey maintains a quality control/assurance function under WFNJ/TANF, which preserves some features of the pre-block grant quality control system, including reviews

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of individual case records to determine payment accuracy rates as well as other statistical measures of policy implementation and application.

Program Evaluation reviews are also performed by State personnel within individual counties. These Program Evaluation reviews focus on specific aspects of the WFNJ program, such as program access, policy dissemination and implementation, reporting, training provisions, and fraud prevention and investigation. The Program Evaluation review process ensures the accountability of the program.

FUNDING

Section 403(a)(1)(A) provides that each eligible State shall be entitled to receive for each of the fiscal years 2006 through 2008, a grant in an amount equal to the State family assistance grant as defined in Section 403(a)(1)(B).

1. Payments to Agency Administering the TANF Program

Payments shall be made to the Department of Human Services.

2. State Payments for TANF Program

Section 405 requires that grants be paid to States in quarterly installments, based on State estimates. The State's estimate for each quarter of the fiscal year by percentage is:

For FY 2006

1st Quarter	2 nd Quarter	3rd Quarter	4th Quarter
25%	25%	25%	25%

CERTIFICATIONS

In accordance with the requirements of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, I, James M. Davy, Commissioner of the New Jersey Department of Human Services, who has been delegated the authority for submission of the State Plan for Temporary Assistance for Needy Families, as well as any amendments to such Plan, by Richard J. Codey, Acting Governor of the State of New Jersey, certify that the State of New Jersey will operate a program to provide Temporary Assistance for Needy Families so that the children may be cared for in their own homes or in the homes of relatives or guardians standing "in loco parentis"; 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.

Additionally, the Governor has delegated to the Director of the Department of Human Services' Division of Family Development, or his or her designee, the authority to negotiate any Plan revisions necessary in order to have the Plan, or amendments made thereto, certified complete by the United States Department of Health and Human Services, Administration for Children and Families. All final submissions will be submitted by the Director of the Division of Family Development.

New Jersey's Temporary Assistance for Needy Families program is known as Work First New Jersey (WFNJ).

In administering and operating a program, which provides Temporary Assistance for Needy Families with minor children under Title IV-A of the Social Security Act, the State:

- (1) Certifies that the New Jersey Department of Human Services, Division of Family Development, is the State agency that will supervise the administration of the program during the fiscal year and that, as determined by the Commissioner of the Department of Human Services and/or the Director of the Division of Family Development, the CWA within each respective county of the State will serve as the primary "administrative entity" that will administer the Temporary Assistance for Needy Families program during the fiscal years via direct or contracted services.
- (2) Assures 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 45 days to submit comments on the Plan and the design of such services.

New Jersey State Plan For Temporary Assistance For Needy Families (FFY 2006)

- (3) Will operate a child support enforcement program under the State Plan approved under Part D.
- (4) Will operate a foster care and adoption assistance program under the State Plan approved under Part E, and will take all necessary actions to ensure that children receiving assistance are eligible for medical assistance.
- (5) Will 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 412, with equitable access to assistance under the State program funded under this part attributable to funds provided by the Federal government.
- (6) Has established and is enforcing 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.
- (7) Shall make available to the public a copy of the State Plan, upon request.

OPTIONAL CERTIFICATION – FAMILY VIOLENCE OPTION

[x] The State has established and is enforcing standards and procedures to:

- (1) Screen and identify individuals receiving assistance under this part with a history of family violence while maintaining the confidentiality of such individuals;
- (2) Refer such individuals to counseling and supportive services; and
- (3) 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 family violence or unfairly penalize such individuals who are or have been victimized by such violence, or individuals who are at risk of further family violence.

signed

James M. Davy, Commissioner
New Jersey Department of Human Services

December 6, 2005

Date

ATTACHMENT A

Examples of Exempt Resources:

- 1) WFNJ supportive service benefits;
- 2) Supplementary aid/assistance from public/private agencies as exempt from Federal/State law, which do not supplant WFNJ/TANF benefits;
- 3) Up to a total of \$2,000 in resources, including savings and special teen parents' savings accounts;
- 4) One motor vehicle, the fair market value of which does not exceed \$9,500; a second motor vehicle, the fair market value of which does not exceed \$4,650, may be exempt if such vehicle is essential to commute to work or training or must be used to transport a handicapped individual who resides in the household;
- 5) Real property used by the assistance unit as a home;
- 6) Personal property such as house furnishings and clothing in regular use, including personal effects, if regularly used or of small intrinsic value;
- 7) Livestock, machinery, tools, equipment, stock-in-trade; and farm and garden products raised for home use that serve to produce some net income;
- 8) Any asset, real or personal, the liquidation of which would produce no net revenue to the assistance unit;
- 9) Occasional nonrecurring gifts;
- 10) Loans for a specific purpose;
- 11) Fees paid in conjunction with the collection of a pending claim when the costs were incurred during a period of receipt of WFNJ/TANF benefits;
- 12) Prepaid burial plots and funeral arrangements;
- 13) Life insurance policies;
- 14) Resources excluded by Federal or State law and/or regulation for a special purpose; e.g., allowances and benefits received under national services programs such as Americorps, VISTA, etc.

Examples of Exempt Income:

- 1) Up to the first \$50.00 of child support received;
- 2) Income tax refunds;
- 3) Homestead property tax rebates;
- 4) Earned income credit (EIC) payments;
- 5) Unearned income (including monies to offset training expenses) received by a WFNJ/TANF dependent child through the Workforce Investment Act (WIA);
- 6) Earned income received through the WIA by a WFNJ/TANF dependent child;
- 7) Allowance payments to offset expenses related to training received by any WFNJ/TANF recipient who is participating in the WIA program;
- 8) The earned income of any middle or secondary school student in the eligible assistance unit within the ages specified under Needy Families;
- 9) Any financial aid received by an eligible child/adult who is a student who continues to attend school and meets the conditions under which the monies were granted and complies with WFNJ/TANF work requirements;
- 10) SSI benefits;
- 11) Income in-kind or benefits received in the form of goods, services or via third party payments, rather than cash;
- 12) Income excluded by Federal or State law and/or regulation for a special purpose; e.g., allowances and benefits received under national service programs such as Americorps, VISTA, etc.

ATTACHMENT B

WFNJ/TANF Schedules I and II

Initial Maximum Allowable Income Levels and Maximum Benefit Payment Levels

Schedule I	Number In Assistance Unit	Schedule II
Initial Maximum Allowable Income Levels		Maximum Benefit Payment Levels
\$243	1	\$162
483	2	322
636	3	424
732	4	488
828	5	552
924	6	616
1,015	7	677
1,092	8	728
Add \$75.00 each additional person	More Than 8	Add \$50.00 each additional person

**New Jersey Division of Family Development
Estimating Methodology to Claim Pre-School/Pre-Kindergarten
Early Childhood Program Aid for
Separate State Program/State MOE Funding**

The Formula for Claiming:

- A. Early Childhood Program Instructional and Support Services Aid
- B. plus employee benefits
- C. multiplied by pre-school/pre-kindergarten ratio
- D. multiplied by National School Lunch Program eligibility rate for each ECPA school district
- E. multiplied by the employment rate for each ECPA school district using annual local unemployment data
- F. multiplied by the increasing factor for families between 186% and 250% of FPL
- G. multiplied by one minus the ratio of the number of 3,4, & 5 year olds in ECPA school districts in out-of home foster care placement, to the number of 3, 4, & 5 year olds enrolled in the ECPA school districts
- H. less pre-school/pre-kindergarten expenditures in ECPA schools for the 1994–1995 school year

A. Early Childhood Program Aid (ECPA) - Included in ECPA is funding for instruction, support services, and facilities. Instructional aid includes all expenditures associated with direct classroom instruction. Support services aid includes expenditures for activities that support instructional staff, such as; health and social services; parental educational involvement activities; curriculum development and implementation; professional development and training; and community collaboration and planning. Facilities aid will not be claimed for TANF MOE as it is not permitted by the PRWORA. ECPA establishes full-day kindergarten programs, preschool programs, and other childhood programs and services in areas with high concentration of low-income pupils. These services are provided with separate State program funding and the expenditures are claimed as MOE.

NJ DOE calculates each school's low-income concentration rate by dividing the number of free lunch students by total student enrollment as of October 15. Schools must have at least a 20 percent rate to qualify for ECPA, which is distributed and budgeted by

ATTACHMENT C (continued)

ECPA category during the current school year. However, actual/expended data is not available from schools until the following year. Since only claims based on expenditure data will be accepted, claims will be submitted in the following Federal Fiscal Year.

The financial information provided by NJ DOE from their Comprehensive Annual Financial Report (CAFR) for the ECPA school districts is a combination of pre-school/pre-kindergarten and kindergarten expenditures. This cost pool can not be directly broken down due to the fact that the funding provided to the ECPA school districts is combined. Since actual enrollment figures are available from NJ DOE, they will be used to arrive at a ratio to allow us to isolate the costs applicable to only the pre-school/pre-kindergarten population.

B. Employee Benefit Rate – Benefits are funded by State and local contributions. The NJ Office of Management and Budget negotiates with the USHHS for a composite fringe benefit rate of base salaries each year. That rate is 15.10 for the period 7/1/98–6/30/99. That is the rate that will be applied to school district base salaries, plus 7.65, the current rate for the employer share of F.I.C.A. taxes, for a total of 22.75. While it is estimated that the actual rate for ECPA schools is 30 percent, however it is very difficult to collect that data from 142 individual schools, so the lower USHHS negotiated rate will apply.

C. Pre-School/Pre-Kindergarten Ratio– Only costs relating to ECPA programs that are not generally available are TANF MOE eligible. The ECPA cost pool includes a combination of both pre-school/pre-kindergarten and kindergarten costs. Since only the portion of costs related to pre-school/pre-kindergarten are eligible, a ratio of pre-school/pre-kindergarten children enrolled in the ECPA districts to the total of pre-school/pre-kindergarten plus kindergarten children enrolled in ECPA districts will be applied. This ratio will be arrived at by using actual enrollment data provided by NJ DOE.

D. National School Lunch Program (NSLP) – Families at or below 250 percent of the FPL are TANF eligible in NJ. Since schools do not maintain data on family income, eligibility for TANF will be determined through NSLP counts, even though its FPL ceiling of 185 percent under represents TANF eligibility. The NSLP eligibility rate for each ECPA school district for free and reduced lunch will be calculated by comparing October NSLP eligible free and reduced students to the October 15 school enrollment.

E. Employment Factor – To avoid the classification of ECPA expenses as TANF assistance, and its disaggregate data reporting requirements, an employment rate factor is included in order to reduce ECPA payments made on behalf of unemployed participant families. Information will be obtained from the Department of Labor and Workforce Development for the most recent period available and the factor will be based upon the employment rate for each ECPA school district using annual local unemployment data.

ATTACHMENT C (continued)

F. Increasing Factor for Families between 186% and 250% of FPL – The NSLP was used in Item D above to limit the costs to those families in the respective school district who are below 186% of FPL. TANF allows eligibility to those families with income up to 250% of FPL. In order to recognize the families that are between 186% and 250% of FPL, the State’s New Jersey Cares for Kids (NJCK, child care subsidy program for low income families) database is analyzed. Specifically, a report is produced from the Child Care Automated Resource and Eligibility System (CARES) that tallies the number of children who were active on the CARES database as of October 31. The report shows the number of children whose family income falls between 186% and 250% of FPL. The number of children whose family income is between 186% and 250% of FPL will be divided by the total number of children who were active on the CARES database. The product of this division is the increasing factor.

Example:	Total NJCK Children	10,000
	186%-250% of FPL	2,500
	Below 186% of FPL	7,500
	2,500 divided by 10,000=	25%
	Plus one (increasing factor)	1.25

G. Out-Of-Home Placements – PRWORA stipulates that State expenditures countable towards the MOE requirement must be for families in which a child is living with a custodial parent or other caretaker or includes a pregnant individual. As this information is not collected by schools, claims will be calculated by using one minus the ratio of the number of 3, 4, & 5 year olds in ECPA school districts in out-of-home foster care placement, to the total number of 3, 4, & 5 year olds enrolled in ECPA school districts.

H. Early Childhood School Program Prior To TANF – PRWORA requires that State spending in early childhood programs for Federal Fiscal Year 1995 (10/1/94–9/30/95) be deducted from TANF MOE claims. The 1994-1995 school year will be used to approximate Federal Fiscal Year 1995 since school data is based on October 15th enrollments, which determines ECPA school budgets. In the schools now designated as ECPA districts, the State funded early childhood programs that existed in the 1994–1995 school year were Pre-K, Expanded K, and Good Starts. State expenditures of \$5,198,200 will be deducted each year from TANF MOE Pre-K claims.

Eligibility Criteria

- **Families must be TANF eligible (not necessarily receiving cash assistance)**
- **Families must be at or below 250 percent of the FPL**
(In order to correspond to New Jersey’s Seamless Child Care System’s Universal Maximum Income Eligibility Level)
- **Families must be working or in employment directed activities**
- **Services must not be generally available in the non-ECPA school districts**

NEW JERSEY PREGNANCY PREVENTION OVERVIEW

The data from 1995-2002 indicates that the number and percent of births to teens in New Jersey continues a long decline that has lasted more than three decades. The proportion of births occurring to unmarried mothers has increased slightly (2.0%) since 1995. New Jersey proposes to stop the increasing trend and maintain the number of out-of-wedlock births at or below the 2002 rate of 29.1 percent in 2006, 2007, and 2008. Services are focused on adolescents and provided by current contractors. For details regarding programmatic action that the State is taking to prevent and reduce the incidence of out-of-wedlock pregnancies, with special emphasis on teenage pregnancies, please refer to the program descriptions below which reflect New Jersey's pregnancy prevention activities.

Breaking the Cycle of Teen Pregnancy

During the planning stages for welfare reform, the NJDHS established a Taskforce entitled "Breaking the Cycle". From this taskforce, a subcommittee emerged to address the issues of adolescent pregnancy prevention. This subcommittee, which has become known as the WFNJ Inter-Departmental Adolescent Pregnancy Prevention Work Group, has three main areas of focus:

- ◆ Collaboration and support for adolescent pregnancy prevention efforts across the various State Departments of Human Services, Health and Senior Services, Juvenile Justice Commission, Labor and Workforce Development, Education, and Community Affairs;
- ◆ Establishment of programs targeted towards youth identified as at-risk for adolescent pregnancy, known as the Adolescent Pregnancy Prevention Initiative (APPI), with the goal of reducing out of wedlock births to adolescents; and
- ◆ Mobilizing the stakeholders statewide to work collaboratively in the promotion of public relations campaigns and activities to prevent adolescent pregnancies.

The APPI became operational in February 1999. This initiative funds adolescent pregnancy prevention efforts through two specific programs, one known as the APPI Program, and one known as the Parent Linking Program (PLP). Both programs target teens at-risk of pregnancy and include mentoring, family life education, and other support services through the services of a skilled social worker and coordinated/collaborative partnerships. Although all of the APPI programs focus on prevention of first pregnancies, the PLPs focus on the prevention of subsequent pregnancies. All of the programs also serve males although the primary clientele is female. The APPI is currently operating in 16 schools and seeks to reduce New Jersey's teen pregnancy rate by providing counseling, sex education, and referrals to family planning services for teens. The PLP provides child care at the school site and addresses reduction of repeat pregnancies by providing intensive case management and social services, access to health services, parenting education, and relationship education to increase the teen mothers' ability to relate effectively to the men in their lives.

ATTACHMENT D (continued)

Coordination of the APPI and the PLP with the already existing School Based Youth Services Programs (SBYSP), funded through the New Jersey Department of Human Services, has strengthened the utilization of TANF funding. The SBYSP provides a comprehensive set of services on a “one stop” shopping basis at 55 urban, rural, and suburban high school sites, with at least one site in each of the 21 counties, 13 middle school sites, and eight elementary school sites. The SBYSP is currently being expanded to eleven more high schools and eight middle schools. Each site provides connections to health care (including family life education), mental health and family counseling, job and employment training, substance abuse counseling, recreation, and referral services. Programs operate before, during, and after school, and during the summer. When APPI and PLP become part of the SBYSP collaborative partnership, the work is more effective and the rates of teen pregnancy decrease.

The WFNJ Inter-Departmental Adolescent Pregnancy Prevention Work Group hosted the first annual Adolescent Pregnancy Prevention Month Statewide-planning meeting at Rutgers and approximately 200 stakeholders from across the state attended this event. This planning session provided “how to” information through a variety of workshop topics, the opportunity to network with local collaborative partners, and the structure to begin planning for local adolescent pregnancy prevention month activities and events.

As a follow-up, the Inter-Departmental Work Group hosted a Statewide Adolescent Pregnancy Prevention Month Pep Rally at the NJ State Museum Auditorium. The purpose of this press event was to raise awareness of the adolescent pregnancy prevention efforts in New Jersey by touting accomplishments, promoting prevention plans, networking, and continuing to energize the newly formed collaborative partnerships.

The Inter-Departmental Work Group also hosted two regional planning forums to mobilize more local stakeholders in the planning of activities and events leading up to Adolescent Pregnancy Prevention Month. In addition to the Work Group planning a series of statewide publicity activities in recognition of the month, staff also provides on-going technical assistance. Stipends are provided to the counties for their activities and events. Currently, a new initiative known as APP County Opportunities provides up to \$1000.00 annually to each county to create programs specifically designed to reduce teen pregnancy. With this strong foundation, the WFNJ Inter-Departmental Work Group continues to move forward to further reduce adolescent pregnancies in New Jersey.

A hotline, 1-800-THE-KIDS, has been established to take calls 24 hours per day on teen issues, specifically teen pregnancy prevention. Other specific activities include public relations (i.e. cards, posters and a Public Service Announcements (PSA) promoting the hotline, Adolescent Pregnancy Prevention Month activities at the state and local level, and the staffing of an interactive web-site (www.sxetc.org) through the Rutgers University Network for Family Life Education, which has a nationally acclaimed newsletter by teens for teens, known as Sex Etc.

ATTACHMENT D (continued)

In addition to these efforts, the New Jersey Department of Health and Senior Services maintain administrative oversight for the Abstinence Education Projects, which were designed to teach pre-teen and teenage populations the benefits of abstinence.

School Based Youth Services Programs (SBYSP)

Prevention of out of wedlock pregnancy is one of the four purposes of the TANF program. The Federal government recognized that out of wedlock pregnancy, especially for a teenager, is a major predictor of future receipt of public assistance.

The SBYSP, by providing comprehensive, coordinated, integrated services, has been successful in reducing teen pregnancy. Research shows that the adolescent most likely to give birth has a combination of problems including poor academic achievement, physical and sexual abuse, and generational substance abuse. Programs with the capacity to address these realities will succeed in reducing adolescent pregnancy.

The SBYSP offers comprehensive services that are successful in addressing the issues of teen pregnancy. The SBYSP in Pinelands reduced the average teen births from 22 per year to a ten-year consistent average of three births per year. Utilizing the Pinelands model of collaboration with health educators and community based adolescent health providers in addition to their personal counseling services in the Camden SBYSP, an urban poor center, the rate of births to adolescents dropped by 29% over 8 years, which is twice the national average. In addition, the PLP programs offered by SBYSP have almost a 100% success rate for participating parents in areas such as graduation from high school, obtaining employment, or attending college, and very few second pregnancies.

Independent Living Skills Training/Supports

Independent Living Skills Training/Supports are provided to youth who have aged out of the Division of Youth and Family Services' care. The skills training and supports will enable these youth to become self-sufficient. The primary focus of the training program is pregnancy prevention. To support pregnancy prevention the youth are provided with skills to enhance their independence, including money management, employment directed skills and good decision making. One-time services or goods that will help the youth become employed or go back to school are also provided. For example, the youth may be provided with services to assist in finding a place to live, transportation to secure housing or employment, or even initial basic furniture purchase. Other items that facilitate independence such as tuition reimbursement and payment for driving lessons or car insurance can also be provided. However, to receive these funds, the youth must first participate in life skill education that teaches pregnancy prevention.

ATTACHMENT D (continued)

New Jersey Youth Corps Adolescent Pregnancy Prevention Program

The five essential components of New Jersey Youth Corps are community service projects, personal and career counseling, employability and life skills, education development and continuing support services. Through these comprehensive services offered by New Jersey Youth Corps, pregnancy prevention services are provided to youth who are either at risk of pregnancy or who are teen parents at risk of subsequent pregnancies. To support pregnancy prevention the Youth Corps assists youth by promoting education and self-esteem, employability and self-sufficiency.

Youth Programs in the Jersey City Armory

The Youth Programs in the Jersey City Armory work to prevent teen pregnancy by providing wholesome recreational activities for young persons in a supervised setting. Using the vast facilities available in the Jersey City Armory, the programs provide opportunities for 14 to 17 year olds to participate in a variety of sports, including basketball, baseball, soccer, volleyball, and tennis. Non-sporting activities include tutoring, computers, arts and crafts, and board games. Summer activities are offered to pre-teens age 8-13 as a way of cultivating life-long habits that will eventually reduce the young persons' risk for teen pregnancy.

Early Start

Early Start is an initiative designed to reduce repeated teen pregnancies, promote child/family literacy, and increase parent-child interaction in an effort to prevent child abuse and neglect in New Jersey's most at-risk families.

Early Start vendors will provide a host of in-home services including counseling services that focus on teen pregnancy prevention, parenting/child development skills, client assessment, and screening, enrollment in NJ Family Care, promoting the Early Start Initiative and establishing referral packages.

Early Start will prepare at-risk children between 0-3 for preschool (primarily in Abbott Districts) through the delivery of intensive, in-home services by local community providers using a home visitation model. In addition, distribution of Healthy Baby Kits to at-risk families, as well as provision of early childhood development tools and in-home child care training are part of this initiative.

Efforts Re: Statutory Rape

One of the first items of business for the WFNJ Interdepartmental Work Group on Adolescent Pregnancy was statutory rape. The Work Group has committed itself to support the efforts by the Division on Women and NJ Law Enforcement agencies to provide education and training on the problem of statutory rape so that teenage pregnancy prevention programs may be expanded in scope to include men.

Within the Division on Women, the Office of the Prevention of Violence against Women (OPVAW) provides legislative analysis, public education, and policy and program development on issues of violence against women, including statutory rape. The OPVAW also houses grant programs related to violence against women such as the State Rape Care Program, which provides funding for a rape crisis program in each county. Other grant programs housed in the OPVAW include Prevention of Violence against Women Grants and Police Training Grants.

The New Jersey Coalition against Sexual Assault (NJCASA) is the collective voice for rape crisis centers and victims of sexual assault in New Jersey. The NJCASA offers free confidential services 24 hours a day, seven days a week and can be accessed through the State's hotline number (1-800-601-7200) or each county's rape crisis hotline.

The NJCASA has launched several public information campaigns, which include TV PSAs, radio PSAs, billboards throughout the state and posters distributed to medical and law enforcement agencies as well as to other organizations. The NJCASA launched a statewide public education campaign in 2000 called "Begin by Believing". This campaign meant to dispel some of the myths about sexual assault, such as the myth that most rapes are "stranger rapes" when, in fact, most rapes are perpetrated by someone known to the victim, and also to introduce NJCASA's services to anyone in the State who might need them. To that purpose, NJCASA created a hotline number and a website, distributed brochures, and developed a number of outreach programs to raise awareness about sexual assault issues.

In 2001, NJCASA launched the Let's Talk About It Campaign, and since then it has included initiatives to reach out to various community groups across the State. The goal is to promote community discussions of sexual assault topics, including statutory rape, to change the way our society views sexual assault and to promote the compassionate treatment of victims and their loved ones in our communities.

In 2002, the NJCASA launched a new public education campaign, entitled, "You Have the Right Not to Remain Silent". The goal of this initiative is to get the word out that victims of sexual assault have a right to an advocate. Many victims of statutory rape are unaware of their right to a rape care advocate following an assault. Rape care advocates are trained to offer support for the victim during law enforcement interviews and/or medical examinations, for starters. It is their job to ensure that victims know what their rights and options are.

ATTACHMENT D (continued)

The NJCASA provides Sexual Assault Reduction Educators who speak to high school students about preventative measures, what to do if they should become victimized, and some self-defense techniques. The NJCASA provides spokespersons for workshops and community groups. Their spokespersons have testified to the State legislature. The NJCASA's work with men addressing male accountability regarding violence against women is gaining national attention. Currently, several statewide events are planned including "The Men's Initiative", The 4th Annual "Let's Talk About It" Gala Awards Ceremony & Dinner Dance, and "A Call To Men: Becoming Part of the Solution To End Violence Against Women" First National Conference.

The NJCASA works to encourage legislation for the compassionate and just treatment of the victims of sexual violence. At this time there are several bills being considered by the New Jersey State Legislature that address statutory rape issues which are being supported by the NJCASA, including mandatory life imprisonment for certain sexual assaults upon a minor.

In addition, New Jersey Coalition against Sexual Assault's Executive Director, Deborah Shepherd, testified in Washington, DC, on the need to provide emergency contraception to survivors of sexual assault as part of a National Protocol for Sexual Assault Medical Forensic Examinations. Testimony was also submitted by the office of NJ Senator Jon Corzine. The testimony was given at a meeting of the National Advisory Committee on the Implementation of the Violence against Women Act, which advises the U.S. Department of Justice.

The NJCASA will provide victims of sexual assault with a professionally trained rape care advocate to offer support to the victim during law enforcement interviews and/or medical examinations. The advocate ensures that counsel and necessary legal services are provided to young women and their families to encourage and support court testimony.

***New Jersey Division of Family Development
Estimating Methodology to Claim Payments for Full Day/Full Year
Early Childhood Education for
Separate State Program/State MOE Funding***

The Formula for Claiming:

- A. Contracted payments to child care centers contracted to provide Early Childhood Education services on a full day/full year (FD/FY) basis.
- B. multiplied by National School Lunch Program eligibility rate for each school district
- C. multiplied by the employment rate for each Abbott school district using annual local unemployment data
- D. multiplied by the increasing factor for families between 186% and 250% of FPL
- E. multiplied by one minus the ratio of the number of 3 and 4 year olds in Abbott school districts in out-of home foster care placement, to the number of 3 and 4 year olds enrolled in the Abbott school districts

A. Contracted Payments for Full Day/Full Year Early Childhood Education Services. The neediest thirty one (31) school districts that receive funding through the State's Early Childhood Program Aid (ECPA) program are also designated as Abbott School Districts. As part of implementation of the Abbott v. Burke Decision New Jersey included a mandate that all 31 Abbott School districts must provide services to three and four year olds that reside in that district on a full day/full year basis by September 1, 2000. Many school districts began FD/FY services as of September 2000. The child care centers that provide FD/FY services are paid through a blended arrangement through coordination between the Department of Education, the respective Abbott school district, and the Division of Family Development. The centers are paid by the school district to provide educational services (approximately 6 hours per day) for the school year (September through June). These services are claimed under the provisions contained in Attachment C, Estimating Methodology to Claim Early Childhood Program Aid.

ATTACHMENT E (continued)

***Estimating Methodology to Claim Payments for Full Day/Full Year (FD/FY)
Early Childhood Education for
Separate State Program/State MOE Funding***

The Division of Family Development contracts with centers to provide full time (an additional 4 hours per day) and full year (July and August) child care services. The child care center that provides Abbott FD/FY services receives funding from DFD through one of three ways.

1. Child Care Vouchers

Vouchers are produced for Active TANF recipients in a Work Activity, Post TANF Transitional Child Care, and families eligible under the New Jersey Cares for Kids program. The voucher programs are administered through Child Care Resource and Referral Agencies, which have contracts with DFD. Children in these centers must be eligible for funding under the Child Care and Development Fund (CCDF) or TANF.

2. Center Based Contracts (CBC)

DFD contracts directly with approximately 200 child care centers. Children in these centers must be eligible for funding under the Child Care and Development Fund (CCDF).

3. FD/FY Contracts

DFD contracts directly with the child care centers that provide Abbott FD/FY services for those children that are not funded either through child care vouchers or through DFD's CBC slots.

B. National School Lunch Program (NSLP) – New Jersey families at or below 250 percent of the FPL are TANF eligible. Since schools do not maintain data on family income, eligibility for TANF will be determined through NSLP counts, even though its FPL ceiling of 185 percent under represents TANF eligibility. The NSLP eligibility rate for each Abbott school district for free and reduced lunch will be calculated by comparing October NSLP eligible free and reduced students to the October 15 school enrollment.

ATTACHMENT E (continued)

***Estimating Methodology to Claim Payments for Full Day/Full Year
Early Childhood Education for
Separate State Program/State MOE Funding***

C. Employment Factor – To avoid the classification of FD/FY child care expenses as TANF assistance, and its disaggregate data reporting requirements, an employment rate factor is included in order to reduce the Division of Family Development's payments made on behalf of unemployed participant families. Information will be obtained from the Department of Labor and Workforce Development for the most recent period available and the factor will be based upon the employment rate for each Abbott school district using annual local unemployment data.

D. Increasing Factor for Families between 186% and 250% of FPL – The NSLP was used in Item D above to limit the costs to those families in the respective school district who are below 186% of FPL. TANF allows eligibility to those families with income up to 250% of FPL. In order to recognize the families that are between 186% and 250% of FPL, the State's New Jersey Cares for Kids (NJCK, child care subsidy program for low income families) database is analyzed. Specifically, a report is produced from the Child Care Automated Resource and Eligibility System (CARES) that tallies the number of children who were active on the CARES database as of October 31. The report shows the number of children whose family income falls between 186% and 250% of FPL. The number of children whose family income is between 186% and 250% of FPL will be divided by the total number of children who were active on the CARES database. The product of this division is the increasing factor.

Example:	Total NJCK Children	10,000
	186%-250% of FPL	2,500
	Below 186% of FPL	7,500
	2,500 divided by 10,000=	25%
	Plus one (increasing factor)	1.25

E. Out-Of-Home Placements – PRWORA stipulates that State expenditures countable towards the MOE requirement must be for families in which a child is living with a custodial parent or other caretaker or includes a pregnant individual. As this information is not collected by schools, claims will be calculated by using one minus the ratio of the number of 3 and 4 year olds in Abbott school districts in out-of-home foster care placement, to the total number of 3 and 4 year olds enrolled in Abbott school districts.