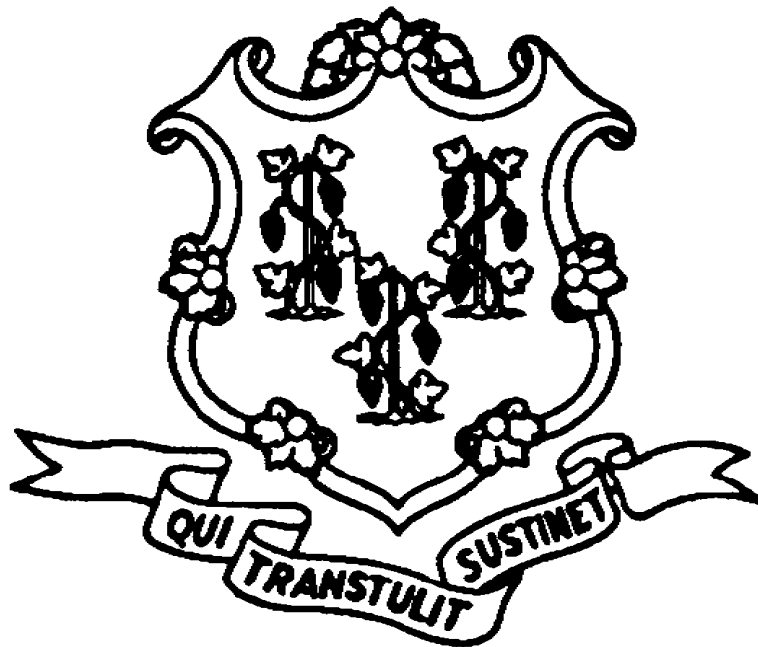


STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN

FEDERAL FISCAL YEARS  
2018, 2019 & 2020  
OCTOBER 1, 2017 THROUGH SEPTEMBER 30, 2020



**RODERICK L. BREMBY**  
Commissioner  
Department of Social Services

**DANNEL P. MALLOY**  
Governor  
State of Connecticut



STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020  
TABLE OF CONTENTS

	Page #
INTRODUCTION	1
<u>SECTION A</u>	
<b>PART I - PROGRAMS</b>	
SUMMARY OF CHANGES	3
OVERVIEW	6
<b>A. FAMILY ASSISTANCE PROGRAMS</b>	
A. 1. Temporary Family Assistance (TFA) Component of Jobs First	7
A. 2. Child Care Assistance for Unemployed Persons	10
<b>B. FAMILY ASSISTANCE MAINTENANCE OF EFFORT (MOE) PROGRAMS</b>	
B. 1. Aliens - Temporary Family Assistance (TFA)	11
B. 2. Non-Hardship Families	11
<b>C. SERVICES AND NON-ASSISTANCE MAINTENANCE OF EFFORT (MOE) PROGRAMS</b>	
<u>Connecticut State Colleges and Universities</u>	
C. 1. Connecticut Workforce Advancement Grants for Education (CTWAGE)	12
C. 2. Women in Transition (WIT)	12
<u>Department of Labor</u>	
C. 3. Jobs Funnel	13
<u>Department of Social Services</u>	
C. 4. Fatherhood Initiative	14
C. 5. Safety Net Services	14
<u>Office of Early Childhood</u>	
C. 6. Child Care Assistance Programs (Non-TFA & former TFA)	15
C. 7. School Readiness	16

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020  
TABLE OF CONTENTS

**D. SERVICES AND NON-ASSISTANCE PROGRAMS**

**Department of Children and Families**

D. 1. Child Welfare Prevention and Intervention Services	17
--	----

**Department of Correction**

D. 2. Addiction Treatment Services	18
D. 3. Education and Training Services	19

**Department of Developmental Services**

D. 4. Respite Centers	19
-----------------------	----

**Department of Labor**

D. 5. Employment Services	19
D. 6. Individual Performance Contracts (IPCs)	23

**Department of Revenue Services**

D. 7. Earned Income Tax Credit Program	24
--	----

**Department of Mental Health and Addiction Services**

D. 8. Young Adult Services	24
----------------------------	----

**Office of Early Childhood**

D. 9. Child Care Assistance (TFA Recipients)	25
--	----

**Department of Social Services**

D. 10. TANF Case Management Program	25
D. 11. Outreach	26
D. 12. Teen Pregnancy Prevention Initiative	26

**State Department of Education**

D. 13. Family Resource Centers	27
D. 14. Leadership, Education & Athletics in Partnership (LEAP)	27
D. 15. Neighborhood Youth Centers	28
D. 16. Priority School Districts Extended Hours	28
D. 17. Priority School District Grants	28
D. 18. Young Parents Program	29
D. 19. Youth Services Bureau	29

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

TABLE OF CONTENTS

SECTION A

<b>PART II</b>	<b>WORK REQUIREMENTS</b>	<b>30</b>
<b>PART III</b>	<b>WORK ACTIVITIES</b>	<b>31</b>
<b>PART IV</b>	<b>SAFEGUARDING INFORMATION</b>	<b>35</b>
<b>PART V</b>	<b>TEEN-PREGNANCY PREVENTION</b>	<b>36</b>
<b>PART VI</b>	<b>STATUTORY RAPE</b>	<b>37</b>

SECTION B

<b>PART I</b>	<b>TREATMENT OF FAMILIES MOVING INTO THE STATE</b>	<b>39</b>
<b>PART II</b>	<b>TREATMENT OF NON-CITIZENS</b>	<b>40</b>
<b>PART III</b>	<b>OBJECTIVE CRITERIA</b>	<b>41</b>
<b>PART IV</b>	<b>WORK OPTION</b>	<b>43</b>
<b>PART V</b>	<b>EMPLOYMENT IN LONG-TERM CARE AND ELDER CARE</b>	<b>44</b>
<b>PART VI</b>	<b>DENIAL OF ASSISTANCE BASED ON ABSENCE FROM THE HOME</b>	<b>45</b>

SECTION C

	<b>STATE PLAN CERTIFICATIONS</b>	<b>47</b>
--	----------------------------------	-----------

ADDENDUM A

	<b>TEMPORARY FAMILY ASSISTANCE PAYMENT STANDARDS</b>	<b>51</b>
--	--	-----------

ADDENDUM B

	<b>NOTICES FOR PUBLIC REVIEW AND COMMENT</b>	<b>56</b>
--	--	-----------

**STATE OF CONNECTICUT  
 TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
 STATE PLAN 2018-2020**

**AMENDMENTS LOG**

**TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
 STATE PLAN FFY 2018-2020**

SECTION AMENDED	EFFECTIVE/ PROPOSED EFFECTIVE DATE	DATE SUBMITTED TO ACF
A.1. Temporary Family Assistance (TFA) – Department of Social Services	3/14/2020	9/22/2020
C.5. Safety Net – Department of Social Services	3/24/2020	9/22/2020
D.5 Employment Services- Department of Labor	3/14/2020	9/22/2020
D.6. Individual Performance Contracts (IPCs) – Department of Labor	3/14/2020	9/22/2020
Work Requirements – Section A, Part II	3/14/2020	9/22/2020
Work Activities – Section A, Part III	3/14/2020	9/22/2020
Objective Criteria – Section B, Part III	3/27/2020	9/22/2020

**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

**INTRODUCTION**

This plan describes Connecticut's programs that furnish financial assistance and services to needy families in a manner to fulfill the purposes of the Temporary Assistance for Needy Families (TANF) program. Connecticut administers a variety of programs through a number of state agencies under the TANF program. Each of the programs is designed to meet at least one of the following purposes of TANF.

TANF Purpose:

1. Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.
2. End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.
3. Prevent and reduce the incidence of out-of-wedlock pregnancies and establish annual numerical goals for preventing and reducing the incidence of these pregnancies.
4. Encourage the formation and maintenance of two-parent families.

The plan is for the federal fiscal years of 2018, 2019 and 2020.

**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

**SECTION A**



**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

**Summary of Changes - Plan Revisions from FY2014-2017 to FY2018-2020**

The State of Connecticut Department of Social Services has revised the current State Plan (2014 through 2017) for the Temporary Assistance for Needy Families (TANF) program for federal fiscal years 2018 through 2020. Connecticut has made revisions as a result of changes in programs included in the plan and to maintain compliance with the Social Security Act and federal regulations and guidelines pertaining to TANF.

The 2018-2020 TANF Plan does not include any changes to the TANF cash assistance program as currently operated by the Department of Social Services.

Some of the programs deleted from the TANF Plan continue to operate but are not claimed in the TANF financial claim and therefore removed from the plan.

The programs deleted include the following:

- Diversion Program from the Department of Social Services

The program that has been added is the Earned Income Tax Credit Program which is managed by the Department of Revenue Services.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

**Summary of Changes - Plan Amendment Submitted September 22, 2020**

**RESPONSE TO COVID-19**

In response to the COVID-19 pandemic, the State of Connecticut has taken steps to ensure the health and safety of clients, applicants, and state employees. Governor Lamont has declared a public health and civil preparedness emergency throughout the State of Connecticut and has authorized or directed state agencies to take administrative actions to ensure public health and safety.

Pursuant to Governor Lamont's Executive Orders 7B and 7N and the reasons stated therein, the Department of Social Services has temporarily suspended the time clock for the 21 month Jobs First program as well as referrals for employment services activities. This temporary change does not apply to the federal 60 month limit.

In accordance with the suspension of the 21 month Jobs First clock and the suspension of employment services activities, the Department has extended good cause exceptions from work requirements to all mandatory recipients for the duration of the state declared emergency.

The Department has temporarily modified verification processes to accommodate clients facing COVID-19 barriers. The agency permitted client self-attestation to verify residency, earned income, assets, and student status. The agency also permitted the use of a doctor statement (verbal or written) for clients requesting a medical incapacity exemption, in place of a full paper medical packet.

Pursuant to Executive Order 7I and the reasons stated therein, the Department has suspended redetermination procedures and extended client benefits for three months during the months of March, April, and May 2020.

The Department has exercised existing statutory authority to enable the Safety Net Services program to provide assistance to active clients of Temporary Family Assistance in need of additional help due to the COVID-19 pandemic.

**These changes are applicable to the following sections:**

- A.1. Temporary Family Assistance (TFA) – Department of Social Services
- C.5. Safety Net – Department of Social Services
- D. 5 Employment Services – Department of Labor
- D.6. Individual Performance Contracts (IPCs) – Department of Labor
- Work Requirements – Section A, Part II
- Work Activities – Section A, Part III
- Objective Criteria – Section B, Part III

**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

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STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

OVERVIEW OF CONNECTICUT'S TANF PROGRAMS

*Sec. 402 (a)(1)(A) of the Social Security Act*

*(i) - This Overview part outlines how the state intends to conduct a program, designed to serve all political subdivisions in the state (not necessarily in a uniform manner), that provides assistance to needy families with (or expecting) children and provides parents with job preparation, work, and support services to enable them to leave the program and become self-sufficient.*

Connecticut's Temporary Assistance for Needy Families (TANF) program provides assistance to needy families and pregnant women meeting eligibility criteria in all political subdivisions of the state. Assistance for basic needs is provided to needy families through the Temporary Family Assistance (TFA) component of the Jobs First Employment Services program. Assistance also is provided to needy families for child care assistance for unemployed persons, and foster care maintenance.

Two-Parent TFA cases are those with two parents as defined at 45 CFR 261.24. The Two-Parent component of the TFA cash assistance program for those meeting these criteria is funded as a Solely State Funded (SSF) program, and is no longer part of the TANF program or claimed as a separate state program. Other TFA families with two parents, other than those included in this definition, continue to be part of the TANF program. The eligibility criteria (including income and asset limits) vary from program to program. Connecticut defines a needy family as a family with a gross income less than seventy five percent (75%) of Connecticut's median income level. Exceptions to this definition are noted in specific program sections in Part I. The family must include a dependent child and a caretaker relative.

The ultimate goal of Connecticut's TANF programs is to provide assistance to needy families to enable them to move out of poverty and into self-sufficiency.

A dependent child must be either less than 18 years of age, 18 years of age and attending secondary school or its equivalent, or under age 24 and attending a post-secondary school and considered a dependent student through the Free Application for Federal Student Aid (FAFSA) process, or under age 25 and participating in a TANF job training or subsidized employment program.

A caretaker relative is a relative who cares for and supervises the dependent child. The caretaker may be a parent or other person related by blood, through adoption or marriage to a relative or another adult acting in loco parentis.

A needy parent is a parent of a child who is a member of a needy family. The parent may be the custodial or non-custodial parent.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

A. FAMILY ASSISTANCE PROGRAMS

**The Family Assistance Programs part outlines TANF programs that provide assistance to needy families.**

**A. 1. Temporary Family Assistance (TFA) - Department of Social Services**

The Temporary Family Assistance (TFA) component of Jobs First is an employment focused, time limited assistance program based on the assumption that welfare should be a temporary program of assistance and it is better to work than to be on welfare. Recipients are encouraged to assume personal responsibility for their economic self-sufficiency. Unless they meet exemption criteria, adults are required to seek and retain employment if it is available. Recipients unable to secure employment without intervention from the state will receive services, including education and training that will assist them in becoming employed. Applicants must attend the initial employment services assessment intake session for further employment assessment/plan development before TFA benefits are granted.

The TFA program attempts to direct participants to employment sufficient to move them off assistance within twenty-one months. The program contains many features that support this objective. The asset limit is \$3,000 so families may set aside money for emergencies. Families are allowed to own a reliable car to seek employment, to travel to and from work, or to transport a disabled family member. To be excluded, the family's equity in the vehicle must not exceed \$9,500 or the vehicle must be used to transport a disabled family member. Earned income of recipients is totally excluded up to the Federal Poverty Level (FPL). Once earnings reach the FPL, the family becomes ineligible for assistance. Up to \$50 per month of current child support is passed through to the family each month and excluded as income. Child care and transportation benefits are provided in order to enable individuals to prepare for, obtain, and retain employment.

If a family member refuses to participate in Employment Services activities, the family is penalized through grant reduction. Employment Services and benefits to support required activities are provided through Connecticut's Department of Labor.

If the family has made a good faith effort to comply with the employment activities but still has income below the payment standard at the end of twenty-one months of assistance, a six-month extension of benefits may be given. Extensions may also be given to families who have encountered circumstances beyond their control, such as domestic violence. To qualify for an extension, the family's income cannot exceed the payment standard corresponding to the size of the family.

**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

**A. FAMILY ASSISTANCE PROGRAMS**

The state imposes a 60-month time limit and time limited families cannot receive more than two extensions to the 21-month time limit except when all adults meet one or more of the following criteria:

- the adult is precluded from obtaining or maintaining employment due to domestic violence or another circumstance beyond his or her control; or
- despite working thirty-five or more hours per week, earning at least the minimum wage, the adult earns less than the family's TFA payment standard; or
- the adult is employed and working less than thirty-five hours per week due to (1) a documented medical impairment that limits his/her hours of work, or (2) the need to care for a disabled member of the household; or
- the adult has two or more substantiated barriers to employment such as the lack of available child care, substance abuse or addiction, severe mental or physical health problems, one or more severe learning disabilities, domestic violence, or a child who has a serious physical or behavioral health problem.

If each adult in the family meets at least one of the following exemption criteria, the family is not subject to the state time limits. These exemptions do not apply to the federal time limit. A person is exempt if he or she is: incapacitated; age 60 or older; responsible for the care of an incapacitated family member; a non-parent caretaker relative who does not receive assistance; caring for a child under the age of one who is not subject to the family cap; pregnant, if a physician has certified that she is unable to work; or unemployable. A six week exemption is also given when a pregnancy ends. This exemption may be extended if a medical professional certifies that the person is unable to work. Minor parents attending and satisfactorily completing high school or high school equivalency programs and their children are exempt from the time limit. However, unmarried minor parents who are not attending and who have not completed high school or its equivalent are not eligible for benefits.

In addition to a family that includes a member who has been battered or subject to extreme cruelty, a family that is exempt from the 21- month time limit is exempt from the state's 60-month time limit. Also, these families are considered hardship cases for the sixty month limit of TANF funded benefits.

Effective October 1, 2008 TFA families, in which all adults are exempt based on incapacity, age 60 or older, pregnant or post-partum, or unemployable, identified as "Certain Exempt" are funded outside of the TANF program in a solely state-funded program.

Other aspects of the TFA program include the following: Additional assistance for a child conceived and born to a family receiving assistance is one half of what it would normally be. Minor parents are required to live with their parents or other adults.

**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

**A. FAMILY ASSISTANCE PROGRAMS**

Any relative may receive assistance for a child. In addition, legal guardians and others acting *in loco parentis* may receive such assistance. Pregnant women are eligible for assistance throughout the entire pregnancy. Children are eligible for assistance until they reach age 19 as long as they are still attending high school or its equivalent.

The TFA benefit levels vary throughout the state based on the average cost of rent in each area. There are three regions in the state each with a different benefit level. The benefit levels and the towns covered by each level are described in Addendum A.

Effective January 1, 2014, the State of Connecticut Department of Social Services revised the Connecticut Temporary Family Assistance (TFA) program and the TANF Plan to comply with the federal mandate in Section 4004 of Public Law 112-96. Effective January 1, 2014, TFA electronic benefit transfer (EBT) card benefits cannot be used for goods, services or cash at liquor stores, casinos, gambling casinos, gaming establishments, off-track betting branch facilities, and establishments that provide adult-oriented entertainment in which performers disrobe or perform in an unclothed state for entertainment.

The state has imposed penalties for Failure to Comply. If TFA electronic benefit transfer (EBT) card benefits are used in any of the places listed above, the TFA client will be subject to the following penalties: for the first violation, a warning that a prohibited transaction occurred; for the second violation, a penalty in the amount of the EBT transaction that occurred at the prohibited location; for the third violation, a penalty of one month's suspension of TFA benefits in addition to the amount of the EBT transaction that occurred in the prohibited location; for the fourth violation, DSS may suspend the TFA benefits for a certain amount of time or may stop the TFA benefits forever. If DSS plans to impose a penalty for failure to follow the new law, a notice will be sent to the TFA recipient explaining the violation of the rules and client rights to a Fair Hearing.

Connecticut ensures that TANF cash assistance recipients have the ability to use and access their benefit with minimal or no fees or charges through the use of an Electronic Benefit Transfer (EBT) card or an Electronic Fund Transfer (EFT). Connecticut does not issue checks for TANF cash assistance. When a client chooses EFT, they retain the ability to control the location and fees associated with their card use and cash access. The EBT cards are useable at all Point of Service (POS) devices (as cash back) and at all ATMs that display the Quest logo. If the TFA recipient is having problems accessing a local POS or ATM device, he/she can contact the EBT customer service statewide free phone line, which will assist with identifying other locations or will refer the recipient to the regional state office where the recipient applied for assistance. The EBT contract provides two free cash withdrawals per month at ATM's, and unlimited cash back with purchase at those POS locations that allow cash back with purchase. After the two free withdrawals, the client is subject to all the normal bank fees

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

A. FAMILY ASSISTANCE PROGRAMS

associated with an ATM transaction, in addition to a \$.50 EBT charge. Balances on ATM receipts and on receipts at POS devices also provide updated information about the client's cash assistance balance, and clients are advised to keep these receipts and note their balance.

Information on applicable fees and surcharges that apply to electronic fund transactions is provided to TFA recipients via the following publication "*Electronic Benefit Transfer: How to use your EBT Card*" information is available at [www.ct.gov/dss](http://www.ct.gov/dss).

A monthly audit process has been established and will be jointly monitored by the Economic Security and Quality Assurance units.

**TANF Purpose #1:** Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

**TANF Purpose #2:** End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

**A. 2. Child Care Assistance for Unemployed Persons – Office of Early Childhood**

Connecticut provides child care assistance to TFA family members preparing for employment through Jobs First Employment Services activities. Child care assistance is also provided to teen parents who need child care while completing high school.

Child care assistance payments are based on several factors including: the local market rate, the child care setting, the number of hours care is needed, the age of the child and the special needs of the child. Unemployed families are not required to pay a family fee.

**TANF Purpose #1:** Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

**TANF Purpose #2:** End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

**Funding:** Separate State Program



STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

B. FAMILY ASSISTANCE – MAINTENANCE OF EFFORT (MOE) PROGRAMS

**The Family Assistance – Maintenance of Effort (MOE) Programs part of the plan outlines programs that provide assistance to needy families that utilize state maintenance of effort (MOE) funds.**

**B. 1. Aliens - Temporary Family Assistance (TFA) - Department of Social Services**

Connecticut provides Temporary Family Assistance (TFA) to legal aliens who reside in the state. Eligibility criteria and benefit levels for aliens are the same as they are for citizens.

**TANF Purpose # 1:** Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

**Funding:** Segregated State Program that utilizes state maintenance of effort funds to provide cash assistance to qualified aliens who are not eligible for federal TANF benefits solely due to their alien status.

**B. 2. Non-Hardship Families - Department of Social Services**

Connecticut provides TFA benefits to families who have exhausted the federal 60 month limit on benefits, but have not exhausted the state's 60 month limit and who do not meet the state's hardship criteria. The exemption criteria for the state time limit are the same as the hardship criteria for the federal limit. When a family loses an exemption, they also lose the hardship designation. The state will continue to provide benefits to these families until they reach the state's 60 month time limit. Eligibility criteria and benefit levels for these families are the same as they are for families who have not yet received 60 months of federal TANF benefits.

**TANF Purpose # 1:** Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

**Funding:** Segregated State Program that utilizes state maintenance of effort funds.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION A - PART I

C. SERVICES & NON-ASSISTANCE MAINTENANCE OF EFFORT (MOE) PROGRAMS

**This Services and Non-Assistance Maintenance of Effort (MOE) Programs part describes how Connecticut provides services and non-assistance benefits to needy families through TANF and Maintenance of Effort programs. The programs described in this section utilize either segregated state funds or separate state programs.**

**C. 1. Connecticut Workforce Advancement Grants for Education (CT WAGE) - CT State Colleges and Universities**

Charter Oak State College's Connecticut Workforce Advancement Grants for Education (CT WAGE) program is designed to address the needs of low income parents who could, with post-secondary education in career and occupational programs, improve the quality of their lives. The program assists low-income, working parents in completing a college degree. The program is modeled after the Women in Transition program. All individuals provided with services will meet the criteria of "needy parents" as defined in this plan. CT WAGE students must meet academic and financial eligibility criteria.

The CT WAGE participants are provided with laptop computers, internet access, text books or reimbursement for books for coursework, funding for courses not covered by financial aid, academic, career and personal counseling, and other related expenses that may include child care or transportation. The technology tools allow the student to take online courses and to communicate with faculty, student support staff and other students. Taking online courses alleviates the need for childcare and transportation costs and allows the family to spend more quality time together.

**TANF Purpose #2:** End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

**Funding:** Separate State Program that utilizes state maintenance of effort funds.

**C. 2. Women in Transition (WIT) - CT State Colleges and Universities**

The Charter Oak State College Women in Transition program (WIT) is designed to address the needs of the underemployed and under-served that could, with a college degree, improve the quality of their lives. The Women in Transition program targets minority, low-income, single mothers, many of whom are former AFDC/TANF recipients. All individuals provided with services will meet the criteria of "Needy Parents" as defined in Connecticut's State Plan for the Temporary Assistance for Needy Families (TANF) Program.

The WIT participants are provided with laptop computers, Internet access, a printer, funding for courses not covered by financial aid, textbooks, and academic and career counseling. The technology tools allow the student to take online courses and to communicate with the WIT Coordinator, faculty, and other students. Taking online

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION A - PART I

C. SERVICES & NON-ASSISTANCE MAINTENANCE OF EFFORT (MOE) PROGRAMS

courses alleviates the need for childcare and transportation costs and allows the family to spend more quality time together.

The WIT counselor contacts each student on a regular schedule to discuss progress. The student works with the counselor to determine the appropriate degree concentration. Together they carefully consider and evaluate (1) the participant's goals regarding future employment and/or career change and (2) the immediate labor market employment and potential salary levels for that specific area. In addition, academic weaknesses are discussed and additional coursework is recommended to improve in those areas, e.g. writing and technology skills. Funds are used to provide recruitment, assessment, counseling, technology training and support, books, tuition and other fees not covered by federal or state financial aid.

**TANF Purpose #2:** End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

**Funding:** Separate State Program that utilizes state maintenance of effort funds.

**C. 3. Jobs Funnel - Department of Labor, Office of Workforce Competitiveness**

The Office of Workforce Competitiveness in the Department of Labor funds Jobs Funnel programs in various cities to help individuals avail themselves of career opportunities in construction jobs. The projects represent joint, public-private efforts to create career opportunities in the construction trades for residents in participating cities. Services through the Jobs Funnel projects include outreach, recruitment, assessment, case management, pre-employment preparation (consisting of math, remediation, life skills workshops, customized training, and/or pre-apprenticeship training), job placement, and retention support services for people who want to pursue construction related careers. The program offers an initial training followed by assistance in finding employment in apprenticeships and other jobs in the local areas. Integral to the program are the outreach, assessment, and support services provided by community-based organizations. By providing these services, the goal of the program is to help participants become more job-ready.

Services for program participants who are members of families with dependent children are U.S. citizens, and have income less than seventy five percent (75%) of the State Median Income (SMI) are funded by the TANF program.

**TANF Purpose #2:** End the dependence of needy parents by promoting work, job preparation, and marriage.

**Funding:** Separate State Program that utilizes state maintenance of effort funds.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION A - PART I

C. SERVICES & NON-ASSISTANCE MAINTENANCE OF EFFORT (MOE) PROGRAMS

**C. 4. Fatherhood Initiative - Department of Social Services**

Connecticut's fatherhood initiative is a statewide program led by the Department of Social Services that focuses on changing the systems that can improve fathers' ability to be fully and positively involved in the lives of their children.

The program's objectives are as follows -

- Promote public education concerning the financial and emotional responsibilities of fatherhood
- Assist men in preparing for the legal, financial and emotional responsibilities of fatherhood
- Promote the establishment of paternity at childbirth
- Encourage fathers, regardless of marital status, to foster their emotional connection to and financial support of their children
- Establish support mechanisms for fathers in their relationship with their children, regardless of their marital and financial status
- Integrate state and local services available for families

**TANF Purpose #4:** Encourages the formation and maintenance of two parent families.

**Funding:** Commingled funds that utilize state maintenance of effort funds.

**C. 5. Safety Net Services - Department of Social Services**

Safety Net services are available to families who have exhausted the 21-month time limit of TFA benefits, have income below the payment standard for the appropriate family size, and are not eligible for an extension, regardless of the reason that an extension cannot be provided. This program works to 1) minimize the likelihood of harm to the children, 2) stabilize families and assist with access to resources to strengthen parenting skills and protect children and 3) assist families to attain and maintain employment through the identification and amelioration of existing psychological, personal and structural barriers.

Services provided include the following.

- Home based outreach services during non-traditional hours (early mornings and weekends)
- Intensive family support services that are based on mutual trust and respect
- Availability of a regional clinical staff that is bilingual, bicultural, and available for in-home or office based clinical assessments, referrals and follow-up

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION A - PART I

C. SERVICES & NON-ASSISTANCE MAINTENANCE OF EFFORT (MOE) PROGRAMS

- Comprehensive, qualitative assessment of family strengths and risk factors using a unique tool designed for the program
- Family focus and environmental systems approach

These services are offered on behalf of families with a gross income less than seventy-five percent (75%) of the State Median Income (SMI).

Effective 10/1/06, non-TANF funds (Solely State Funded) are used to provide basic needs payments for rent, utilities and food for eligible families receiving Safety Net Services.

**TANF Purpose # 1:** Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

**TANF Purpose #2:** End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

**FUNDING:** Separate State Program

**C. 6. Child Care Assistance Programs (Non-TFA and former TFA families) - Office of Early Childhood**

Connecticut provides child care assistance to working families transitioning off TFA and non-TFA working families.

Initial eligibility for child care assistance is based on countable family income and the need for child care. At application, a family may be eligible if their countable income is below fifty percent (50%) of the state median income (SMI) related to family size. Child support received or paid by the family is not considered countable income. Once determined eligible, a family may receive child care assistance as long as their need for care continues and their countable income remains under eighty-five percent (85%) of the SMI related to family size. There is no time limit on a family's eligibility for child care assistance.

Child care payment rates are based on several factors including: the local market rate, the child care setting, the number of hours care is needed, the age of the child and the special needs of the child. All working families are required to pay a portion of the approved child care assistance payment. This Family Fee, paid by the family directly to the child care provider, is calculated based on countable family income in accordance with the following scale.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION A - PART I

C. SERVICES & NON-ASSISTANCE MAINTENANCE OF EFFORT (MOE) PROGRAMS

<u>COUNTABLE FAMILY INCOME</u>	<u>FAMILY FEE</u>
Less than 20% of SMI	2%
20% to 30% of SMI	4%
30% to 40% of SMI	6%
40% to 50% of SMI	8%
50% or more of SMI	10%

**TANF Purpose #2:** End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

**Funding:** Separate State Program that utilizes state maintenance of effort funds.

**C. 7. School Readiness – Office or Early Childhood**

The initiative is designed to ensure that children from low-income families have access to high-quality early learning experiences by combining the strengths and resources of the public and private child care and school systems. Funds are made available to School Readiness Councils in communities with large numbers of low-income children. The Councils assess community needs, identify gaps, and allocate funds. Each Council is allocated funds to increase the number of 3- and 4-year old children served in early care and education programs and to improve the quality of those services. The Councils are required to ensure that full-day early childhood care and education services are available year-round. Additionally, funds are made available on a statewide basis to train new early childhood teachers.

These services are offered on behalf of families with a gross income less than seventy-five percent (75%) of the State Median Income (SMI).

**TANF Purpose #3:** Prevent and reduce the incidence of out-of-wedlock pregnancies.

**Funding:** Separate State Program that utilizes state maintenance of effort funds.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 SECTION A - PART I

**D. Services and Non-Assistance Programs**

The Services and Non-Assistance Programs part describes how Connecticut provides services and non-assistance benefits to needy families through TANF programs. The programs described in this section utilize federal funds or commingled state and federal funds.

**D. 1. Child Welfare Prevention and Intervention Services - Department of Children and Families**

These services are provided when conditions exist requiring the intervention of the Department of Children and Families (DCF). Unless note, all programs/services are TANF Purpose #1. These services include:

**Care Coordination (Local Systems of Care)** - provides intensive individualized case management and support services to a family with a child with complex behavioral health needs, who are at-risk of being removed from their homes and who are not involved in DCF Protective Services.

**Case Management Services** - services provided by DCF staff, as well as a variety of home and community based services to families to address issues that may cause a child to be abused or neglected in an effort to allow a child to remain in his or her home.

**Community Support for Families** - engages families who have received a Family Assessment Response from the Department and connects them to concrete, traditional and non-traditional resources and services in their community. This inclusive approach and partnership, places the family in the lead role of its own service delivery. The role of the external contractor is to assist the family in developing solutions, identify community resources and supports based on need and help promote permanent connections for the family with an array of supports and resources within their community.

**Early Childhood Services** - promotes school readiness skills and healthy development for children, ages birth to six, who may be identified as at risk for abuse and/or neglect and who may have developmental delays through center based programs and home visitation. TANF Purpose #3.

**Emergency Mobile Psychiatric Services (EMPS)** - provides crisis intervention and mental health assessments for children in homes, schools, and other locations in the community. Phone intervention for triage occurs 24 hours a day. Mobile assessment occurs daily and on weekends. Additional services include: medication consultation, assessment, and short-term medication management; behavioral management services; substance abuse screening and referral to services for families with a child in crisis.

**Extended Day Treatment Program** - site-based, before or after school, treatment and support service for children and youth with behavioral health needs who have returned to their homes from out-of-home care or are at risk of placement due to mental health

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

issues or emotional disturbance. Services are provided daily before and after school, with extended daily service on days or weeks in which school is not in session. TANF Purpose #3.

**Intimate Partner Violence - Family Assessment Intervention Response (IPV-FAIR)** - service is to establish a comprehensive response to intimate partner violence that offers meaningful and sustainable help to families that is safe, respectful, culturally relevant and responsive to the unique strengths and concerns of the family. This service provides a supportive service array of assessments, interventions and linkages to services to address the needs of families impacted by intimate partner violence. The service will respond to both caregivers and the children. Safety planning will be at the center of the service provision.

**Intensive Family Preservation** - short-term, intensive, in-home service designed to intervene quickly in order to reduce the risk of out of home placement and/or abuse and/or neglect. Services are provided to families 24 hours per day, seven days a week, with a minimum of 2 home visits per week for to 12 weeks.

**Intensive Home Based Services - Multidimensional Family Therapy (MDFT)** - provides intensive home based clinical interventions for children, ages 11 to 18, with significant behavioral health service needs who are at imminent risk of removal from their home or who are returning home from a residential level of care. After a comprehensive evaluation, a strength-based Individualized Service Plan is developed to include goals, interventions, services and supports that address the issues and problems threatening the maintenance of the child in the home or the return of the child to the home.

**Investigations** - DCF staff provide investigations of reports of child abuse and neglect, to prevent or eliminate the need for removal of children from their homes in cases where a removal has not occurred but such a removal is a reasonable possibility in the absence of preventive services. Investigations had been part of the state's Emergency Assistance program in effect on September 30, 1995.

**Therapeutic Child Care** - This service offers a range of support services for children in a licensed child care facility, designed for infants, toddlers, and pre-school age children who have behavioral health and/or developmental needs. This service is claimed under TANF purpose 3.

**Parenting Support Program** - in-home, evidence based program that provides parenting education services.

## **D. 2. Addiction Treatment Services - Department of Correction**

The Department of Correction (DOC) provides addiction services to clients who have varying levels of needs, from basic addiction education to intensive counseling. TANF



STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

claiming is limited to costs of non-medical services provided to clients who are parents. By providing addiction treatment to parents, the program helps them become clean and sober, which ultimately will enable them to become contributing members of the family.

**TANF Purpose # 4:** Encourage the formation and maintenance of two-parent families.

**FUNDING:** Segregated Federal TANF funds

**D. 3. Education and Training Services - Department of Correction**

The Department of Correction (DOC) provides education and training services that prepare clients to develop job skills and ultimately secure employment. By providing education and training services to parents, the program helps them obtain the skills and ultimately jobs that will enable them to be contributing members of their families. TANF claiming is limited to costs related to services provided to clients who are parents.

**TANF Purpose # 4:** Encourage the formation and maintenance of two-parent families.

**FUNDING:** Segregated Federal TANF funds

**D. 4. Respite Centers - Department of Developmental Services**

Respite is the temporary care of a person with a disability for the purpose of offering relief to the family or caregiver. It is a service that allows for time to re-energize, deal with emergency situations or engage in personal, social, or routine activities and tasks that otherwise may be neglected, postponed, or curtailed due to the demands of caring for a person who has intellectual disabilities. The goal of the program is to support persons with intellectual disability or developmental disability to live with their families in their communities. Overnight respite is available and 24-hour care is provided for extended weekends.

**TANF Purpose # 1:** Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

**FUNDING:** Segregated Federal TANF funds

**D. 5. Employment Services - Department of Labor**

The state provides employment services to recipients of Temporary Family Assistance (TFA). Employment services are also provided to those who are participating in an employment service activity authorized by their employment plan at the time of becoming ineligible for TFA until they complete that activity. The state refers to these

**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

employment services as Jobs First Employment Services. The Connecticut Department of Labor (DOL) administers Jobs First Employment Services (JFES) through the American Job Centers. The American Job Centers are a partnership of the CT Department of Labor, the five Workforce Investment Boards (WIB's), and other state and local agencies, including the Department of Social Services.

Jobs First Employment Services are provided to adults or minor parents in families applying for or receiving Temporary Family Assistance funded by TANF, and to Two-Parent families funded as a solely state funded program. All TFA applicants and recipients, including Two-Parent families, are eligible for employment services even if they are not required to participate by the regulations governing the TFA program. If a TANF funded TFA recipient is in an employment service activity authorized by the employment plan at the time of becoming ineligible for TFA, employment services continue until completion of that activity, provided the individual remains part of a needy family with income less than seventy-five percent (75%) of the state's median income level.

Similarly, services to participants in two-parent families who become ineligible for TFA while in an authorized activity will continue until the completion of that activity.

The goals of the Jobs First Employment Services program are as follows:

1. Enable TFA participants, through employment, to become independent from cash assistance by the end of the 21-month time limit established by state law;
2. Enable TFA participants who become independent from cash assistance to remain employed and independent of TFA; and
3. Ensure that federally established participation rates are met through employment of TFA participants and engagement in other countable TANF work activities deemed appropriate based on assessments of clients' needs.

Operating Principles

1. The primary focus of the Jobs First Employment Services Program is to assist participants to become independent of assistance through employment.
2. Every participant is assigned to activities that will enable him/her to become and remain independent of TFA. Whenever possible, activities are combined in a way that will meet the federally established participation rates.
3. Each service delivery area manages its caseload in such a way as to meet the state target levels for the participation rates.
4. An individualized employment plan based on assessment of skills, abilities, work experience, education level, aptitudes, interests and program goals is developed for every participant. The individual employment plans for parents in a two-

**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

parent family are coordinated with each other in order to meet program goals. The combination of both parents' plans constitutes a plan for the family.

5. If, based on the assessment, it is determined that the family is capable within the first 21 months or anytime during an extension period of obtaining employment at earnings equal to the Federal Poverty Level for their family size, the participant (s) are required to find and/or maintain employment at the Federal Poverty Level as soon as possible.
6. If it is determined that the family cannot obtain earnings at the Federal Poverty Level (in the case of a two-parent family, both parents wages or potential wages are combined) without further training and/or education, the participant (s) are assigned work, education and/or training activities that will maximize the family's income level within the first 21 months of assistance. For participants in extensions, work, education and/or training activities that will maximize the family income level as soon as possible are assigned. Whenever possible, employment is combined with education and training in such a way that the combination is countable toward the federally established participation rate.
7. As long as consistent with the program goals, employment plan activities are based on the participant's interests, ability, availability of resources and labor market demands.
8. If it is evident that the family will not be able to become or remain independent of TFA through current employment or future employment that is secured (such as seasonal employment) without additional education and/or training, new or additional activities designed to increase the family income may be assigned, which may preclude continuation of existing employment or self-employment.
9. These operating principles apply to all participants according to their needs, regardless of race, ethnicity, gender, religion, disability or sexual orientation.

Type of Employment Services

Connecticut's Jobs First Employment Services is a "balanced work first" program. This means that if the welfare recipient is capable of going to work, he or she is expected to work. It also means that if welfare recipients are capable of working, but need education or training to improve earnings to better support their families, they will generally be expected to work while receiving that training. In some cases, work follows immediately upon completion of intensive, short-term training or education.

To attain all three program goals, Jobs First Employment Services includes a combination of job search, employment, education, training and support services.

The combination of services varies with each individual participant. This balance of employment activity with other services utilizes individual strengths and resources while

**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

addressing employment-related needs. This balanced work first approach ensures that participants will not only become independent, but will remain independent from assistance while the federal participation rates are met.

Each participant, including volunteers, may receive employment services that include, but are not limited to the following: orientation, assessment, case management, employment plan development, barrier resolution, employment related education and training programs, subsidized employment, job search skill training, job placement services, support services (such as Special Benefits), retention services, and re-employment services.

Post-secondary education (two and four year degree programs) is an allowable Jobs First Employment Services activity when included in an employment plan as permitted by state and federal regulations. Self-initiated participation in such educational programs may co-exist with approved plan activities if funded with other resources, to the extent that such enrollment does not preclude participation in required plan activities.

#### Entry into Jobs First Employment Services

Initial entry into the Jobs First Employment Services Program is through a referral from the Department of Social Services (DSS). DSS conducts a service needs assessment of the TFA applicant during or soon after the initial TFA intake interview. The service needs assessment includes gathering information from the applicant on their education, employment and training history; time on assistance and social service needs. The results of the service needs assessment are then reviewed by the local case management entity.

#### American Job Center Intake

Intake sessions include an orientation, employability assessment, initial employment plan development, eligibility determination for separately funded employment programs, assignment of a case manager and assignment to initial employment plan activities by case managers.

All new participants for employment services must attend an intake session. However, special accommodations are made for participants who cannot attend the group sessions due to their employment schedule. These participants are scheduled for separate individual appointments at times that do not interfere with work hours. If necessary, the intake session can be conducted in a combination of phone interviews and mailed correspondence. Participants are not required to miss work, training or a job interview to attend any employment services activity.

Every participant leaves the intake session with a clear understanding of the next step in his/her employment plan, the name and phone number of his/her case manager and a copy of his/her employment plan.

#### Case Management

**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

After intake into American Job Center, the assigned case manager in conjunction with the participant completes the employment plan. The case manager arranges for services and tracks and monitors the participant to ensure progression towards independence from cash assistance. If the participant does not comply with the provisions of the employment plan without good cause, the case manager refers the participant to the DSS for conciliation and possible sanctioning.

Special Benefits and Child Care Assistance

To facilitate maximum participation, TFA applicants or recipients who participate in employment services are supported by special benefit payments.

Transportation benefits are provided to participants of regular, on-going employment services activities other than unsubsidized employment. Payment is made for bus fares or mileage for driving private automobiles.

A participation allowance which is intended to assist participants with transportation and baby-sitting expenses is provided for short-term, intermittent employment services activities that last no longer than five consecutive days.

Ongoing child care assistance is provided through Office of Early Childhood Care 4 Kids Program.

**TANF Purpose # 1:** Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

**TANF Purpose #2:** End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

**Funding:** Commingled funds.

**D. 6. Individual Performance Contracts (IPCs) - Department of Labor**

Families that are at risk of becoming ineligible for an extension due to non-compliance with Employment Services at the end of the 21-month time limit are offered an Individual Performance Contract (IPC). Components of an IPC include intensive short-term case management and may also include job training, job search, volunteer work, participation in parenting programs, counseling or any other requirements that will lead to independence from TFA benefits. If, by the end of the 21-month time limit, the individual is successfully meeting the requirements of the IPC and does not incur an additional penalty for non-compliance with Employment Services, the family is considered to meet the good faith effort criteria for qualifying for an extension.

**TANF Purpose # 1:** Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

**TANF Purpose #2:** End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

**Funding:** Commingled funds.

**D. 7. Earned Income Tax Credit Program – Department of Revenue Services**

The Connecticut Earned Income Tax Credit (or CT EITC) is a refundable state income tax credit for low to moderate income working individuals and families. The state credit mirrors the federal Earned Income Tax Credit. The Connecticut General Assembly approved the CT EITC during the 2011 legislative session. When both the federal and CT EITC amounts exceed the amount of taxes owed, it results in a tax refund to those who claim and qualify for the credit.

**TANF Purpose # 1:** Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

**TANF Purpose #2:** End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

**Funding:** Commingled funds.

**D. 8. Young Adult Services - Department of Mental Health and Addiction Services**

The Young Adult Services program, operated out of the Department of Mental Health and Addiction Services, provides services primarily to youth who are transitioning from the Department of Children and Families to the adult mental health system.

These youth tend to engage in many high risk behaviors including sexual behaviors which, when coupled with their psychiatric disorders, put them at high risk for unwanted pregnancies. In addition to engaging in high risk behaviors, most of the youth that are referred have extensive histories of trauma, complex psychiatric and neuro-cognitive issues that limit their ability to function and to make age appropriate decisions.

As a result, most of these young adults are at risk for unwanted or out-of-wedlock pregnancies. Young adult services staff identify this risk factor in their clients and provide intervention to lessen the risk.

The Young Adult Services programs operate at both state-operated and private non-profit Local Mental Health Authorities throughout the state.

There are no income guidelines for this program.

**TANF Purpose # 3:** Prevent and reduce the incidence of out-of-wedlock pregnancies.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

**FUNDING:** Segregated Federal TANF funds

**D.9. Child Care Assistance Programs (TFA Recipients) – Office of Early Childhood**

Connecticut provides child care assistance to families receiving TFA to enable parents to work. Initial eligibility for child care assistance is based on countable family income and the need for child care. At application, a family may be eligible if their countable income is below fifty percent (50%) of the state median income (SMI) related to family size. TFA benefits and child support received or paid by the family are not considered countable income. Once determined eligible, a family may receive child care assistance as long as their need for care continues and their countable income remains under the income limit.

Child care payment rates are based on several factors including: the local market rate, the child care setting, the number of hours care is needed, the age of the child and the special needs of the child. All working families are required to pay a portion of the approved child care assistance payment. This Family Fee, paid by the family directly to the child care provider, is calculated based on countable family income in accordance with the following scale.

<u>COUNTABLE FAMILY INCOME</u>	<u>FAMILY FEE</u>
Less than 20% of SMI	2%
20% to 30% of SMI	4%
30% to 40% of SMI	6%
40% to 50% of SMI	8%
50% or more of SMI	10%

**TANF Purpose #2:** End the dependence of needy parents by promoting job preparation, work, and marriage.

**FUNDING:** Commingled funds.

**D. 10. TANF Case Management Program – Department of Social Services**

This program is designed to identify and immediately address barriers to employment as part of the initial Jobs First Employment Services assessment process. This program provides Jobs First Employment Services participants with in-depth home based assessments, intensive case management and referral to community resources. The goal is to increase successful employment outcomes and reduce the likelihood of ongoing dependency of the Jobs First program. Also clients with serious conditions are identified and an evaluation for an incapacity exemption from the time-limited program is made.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

The services offered on behalf of families with a gross income less than seventy-five percent (75%) of the State Median Income (SMI) and qualify for Temporary Family Assistance.

**TANF Purpose # 1:** Provide assistance to needy families so that children may be cared for in their own homes or the homes of relatives.

**TANF Purpose #2:** End the dependence of needy parents on government benefits by promoting job preparation, work and marriage.

**Funding:** Commingled funds.

#### **D. 11. Outreach - Department of Social Services**

Outreach services include costs associated with the administration of the *Help for People in Need* program. This is an informational brochure, provided to all recipients of Supplemental Nutrition Assistance Program (SNAP) with income less than 185% of the federal poverty level. The brochure contains information on how to access such benefits and services as School Breakfast and School Lunch programs, Special Supplemental Nutrition Program for Women, Infants, and Children (WIC), HUSKY health care coverage, Care 4 Kids child care assistance, the state's Fatherhood Initiative, Family Planning and Pregnancy Prevention Services, Domestic Violence services, Energy Assistance, Free Tax Preparation services and Housing services.

**TANF Purpose #s 3 & 4:** The *Help for People in Need* component meets TANF Purposes 3 & 4:

**FUNDING:** Segregated Federal TANF funds

#### **D. 12. Teen Pregnancy Prevention Initiative (TPPI) - Department of Social Services**

The Department of Social Services (DSS) operates a statewide teen pregnancy prevention initiative comprised of individual programs run by not-for profit organizations and municipalities in eleven (11) Connecticut towns and cities. The communities served are: Bridgeport, East Hartford, Hartford, Killingly, Meriden, New Britain, New Haven, New London, Norwich, Waterbury, and Willimantic. The programs in these areas serve five-hundred fifty (550) participants.

The implemented programs utilize the Teen Outreach Program (TOP), a service learning model, where participants engage in, reflect on, and learn from community service projects. TOP is a science based model that has been evaluated and has shown evidence that it is among the most effective approaches to preventing teen pregnancies. The DSS funded teen pregnancy prevention initiative funds primarily support the individual programs, but also cover independent research and evaluation with Philliber



**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

Research Associates (PRA), statistical analysis (UConn Family Planning Division), and training from Wyman Associates who owns the Teen Outreach Service Learning program. Teen-pregnancy prevention programs funded by DSS work intensively with young men as well as young women to address issues of health, education, and other life issues.

**TANF Purpose #3:** Prevent and reduce the incidence of out-of-wedlock pregnancies.

**FUNDING:** Segregated Federal TANF funds

**D. 13. Family Resource Centers - State Department of Education**

Operated through the State Department of Education, these centers are designed to promote comprehensive, integrated, community-based systems of family support, parent education and training, and child development.

Family Resource Centers provide or collaborate with existing agencies to operate full-time preschool childcare, school-age childcare, families-in-training (including home visiting and monitoring of child development for new and expectant parents), adult education, support and training for family daycare providers, teen pregnancy prevention, positive youth development services, and resource and referral services. There are no income or asset limits for this program.

**TANF Purpose #3:** Prevent and reduce the incidence of out-of-wedlock pregnancies.

**TANF Purpose #4:** Encourage the formation and maintenance of two-parent families.

**FUNDING:** Segregated Federal TANF funds

**D. 14. Leadership, Education and Athletics in Partnership (LEAP) - State Department of Education**

The State Department of Education (SDE) funds the Leadership, Education, Athletics in Partnership (LEAP) program. This program provides neighborhood-based education and mentoring programs that match children, ages 7 to 14; from high poverty urban neighborhoods with trained high school and college student counselors, to help children develop their academic skills, self-esteem, improve their ability to succeed in school, and to be involved in their community. The children meet with their mentors after school and during the summer. This program helps to prevent and reduce the incidence of out-of-wedlock births. There are no income guidelines for this program.

**TANF Purpose #3:** Prevent and reduce the incidence of out-of-wedlock pregnancies.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

**FUNDING:** Segregated Federal TANF funds

**D. 15. Neighborhood Youth Centers - State Department of Education**

The State Department of Education (SDE) offers competitive grants to priority cities to create and maintain neighborhood youth centers. The grantees must use the funds to provide skill development training, tutoring, parental involvement, and other supportive services increase the range and extent of positive experiences for at-risk youth. Programs offer athletic and recreational opportunities, enrichment or tutoring activities, skills training, and other preventive and intervention services for youth ages 12 to 17 years and their families. These services take place during after-school hours, evenings and weekends. There are no income guidelines for this program.

**TANF Purpose #3:** Prevent and reduce the incidence of out-of-wedlock pregnancies.

**FUNDING:** Segregated Federal TANF funds.

**D. 16. Priority School Districts, Extended Hours - State Department of Education**

The State Department of Education provides funds to priority school districts to fund extended day programs that offer academic enrichment and recreational programs in hours beyond the normal school term and alternative programs for students. These services are offered through extended hours and extended year programs. These programs are targeted to priority school districts and offer support services outside of basic education that are designed to foster success and result in enhanced opportunities for children as they mature into adulthood.

The services offered under these programs are targeted to children of needy families, although services are provided to all children within the school district who would benefit by receiving the service.

**TANF Purpose #3:** Prevent and reduce the incidence of out-of-wedlock pregnancies.

**TANF Purpose #4:** Encourage the formation and maintenance of two-parent families.

**FUNDING:** Segregated Federal TANF funds

**D. 17. Priority School Districts Grants - State Department of Education**

The State Department of Education provides funds to priority school districts to fund extended school hour programs, summer programs, early reading intervention, parent involvement programs, parent-teacher communication, drop-out prevention, and alternative programs for students, development or expansion of extended day

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

kindergarten programs and technology enhancement to support instruction or improve parent and teacher communication. These services are offered through after school and summer, extended hours and extended year programs. These programs are targeted to priority school districts and offer support services outside of basic education that are designed to foster success and result in enhanced opportunities for children as they mature into adulthood.

The services offered under these programs are targeted to children of needy families, although services are provided to all children within the school district who would benefit by receiving the service.

**TANF Purpose #3:** Prevent and reduce the incidence of out-of-wedlock pregnancies.

**TANF Purpose #4:** Encourage the formation and maintenance of two-parent families.

**FUNDING:** Segregated Federal TANF funds

**D. 18. Young Parents Program – State Department of Education**

The State Department of Education (SDE) provides funds for programs to help teen parents stay in school. The funds are used to cover transportation costs for teen parents and their children to and from school and child-care facilities. The funds are also used to operate parenting education programs and prevention programs for teens that are at-risk of becoming teen parents. There are no income guidelines for this program.

**TANF Purpose #3:** Prevent and reduce the incidence of out-of-wedlock pregnancies.

**FUNDING:** Segregated Federal TANF funds

**D. 19. Youth Services Bureau – State Department of Education**

The State Department of Education (SDE) grants funds to Youth Service Bureaus to promote positive youth involvement and to support at-risk youth in their communities by addressing issues related to social development, mental health, and physical well-being, teen pregnancy prevention, diversion from juvenile justice services. The bureaus provide counseling on at-risk behaviors such as out-of-wedlock births. There are no income guidelines for this program.

These services prevent and reduce the incidence of out-of-wedlock births.

**TANF Purpose #3:** Prevent and reduce the incidence of out-of-wedlock pregnancies.

**FUNDING:** Segregated Federal TANF funds

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

WORK REQUIREMENTS - SECTION A -PART II

*Sec. 402(a)(1)(A) of the Social Security Act*

*(ii) - The Work Requirements part describes how the state intends to require a parent or caretaker relative receiving assistance under the program to engage in work (as defined by the state) once the state determines the parent or caretaker is ready to engage in work, or once the parent or caretaker has received assistance under the program for 24 months (whether or not consecutive), whichever is earlier, consistent with Section 407(e)(2).*

**Work Requirements**

Upon entering the time-limited program, all adult recipients must participate in work activities, unless specifically exempted by state regulation. A person is exempt if he or she is incapacitated; age 60 or older; responsible for the care of an incapacitated family member; a non-parent caretaker relative who does not receive assistance; caring for a child under the age of one who is not subject to the family cap; pregnant or postpartum if a physician has certified that she is unable to work; or unemployable. Minor parents are exempt if attending and satisfactorily completing high school or high school equivalency programs.

Please review *Part I, Section D - Department of Labor -D. 6. - Employment Services* for further description of CT work requirement expectations.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

WORK ACTIVITIES - SECTION A -PART III

*Sec. 402(a)(1)(A) of the Social Security Act*

*(iii) – The Work Activities part describes how the state intends to ensure that parents and caretakers receiving assistance under the program engage in work activities in accordance with section 407 of the Social Security Act.*

Please review *Part I, Section D – Department of Labor - D. 6. – Employment Services* for further description of CT work requirement expectations.

Connecticut cash assistance recipients are required to engage in work activities as prescribed by their employability plans. Failure to participate without good cause results in a penalty being imposed on the entire family.

During the 21-month time limit, the penalty for not participating becomes progressively more severe. For the first instance of failure to participate, the penalty is a 25% reduction in the family’s TFA payment for three months. For the second instance of non-compliance, the penalty is a 35% reduction in the TFA payment for three months. For all subsequent instances of non-compliance during the 21-month time limit, the penalty is ineligibility for TFA payments for three months. Also, when the adult who fails to comply is the only recipient of TFA, the assistance unit of one is ineligible for benefits for three consecutive months for the first, second, and third offense. The three months that the family does not receive TFA payments do not count in determining twenty-one months of time limited eligibility.

If the family is penalized more than one time during the 21-month time limit, they are given the opportunity to participate in an Individual Performance Contract (IPC). If the IPC is successfully completed an extension may be granted. If the IPC is unsuccessful no future extension is allowed unless the family experiences special circumstances such as domestic violence or it becomes exempt from work requirements.

If a family fails to participate without good cause during an extension, the penalty is ineligibility for the remainder of the extension period. No future extension is allowed unless the family experiences special circumstances such as domestic violence.

The following are the categories and state definitions of the **Work Activities** for Connecticut’s program:

**Work Activity Categories:**

1. Unsubsidized Employment
2. Subsidized Private Sector Employment
3. Subsidized Public Sector Employment
4. On-the-Job Training
5. Job Search and Job Readiness Assistance

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

6. Work Experience
7. Community Service Programs
8. Vocational Educational Training Not to Exceed 12 Months
9. Child Care for an Individual Participating in Community Service Program
10. Job Skills Training Directly Related to Employment
11. Education Directly Related to Employment
12. Satisfactory Attendance at Secondary School or a GED program

**State Definitions of Countable Work Activities**

1. **Unsubsidized Employment:** Full- or part-time employment in the public or private sector that is not subsidized by TANF or any other public program.
2. **Subsidized Employment:** Employment in the private or public sector for which the employer receives a subsidy from TANF or other public funds to offset some or all of the wages and costs of employing an individual.
3. **Subsidized Employment:** Employment in the private or public sector for which the employer receives a subsidy from TANF or other public funds to offset some or all of the wages and costs of employing a recipient. This includes work-study and stipend programs.
4. **On-the-Job Training:** Training in the public or private sector that is given to a paid employee while he or she is engaged in productive work and that provides knowledge and skills essential to the full and adequate performance of the job.
5. **Job Search and Job Readiness Assistance:** The act of seeking or obtaining employment, preparation to seek or obtain employment, including life skills training, and short-term substance abuse treatment, mental health treatment, or rehabilitation activities. Such treatment or therapy must be determined to be necessary and documented by a qualified medical, substance abuse or mental health professional. Job search and job readiness assistance activities must be supervised by the TANF agency or other responsible party on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate. This activity is limited by statute to count toward the Participation rate for no more than six weeks per year (no more than four weeks may be consecutive to count toward the work participation rates).
6. **Work Experience:** A work activity performed in return for welfare that provides an individual with an opportunity to acquire the general skills, training, knowledge, and work habits necessary to obtain employment. The purpose of work experience is to improve the employability of those who cannot find unsubsidized employment. This activity must be supervised by an employer,

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

work site sponsor, or other responsible party on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.

- 7. Community Service Programs:** Structured programs in which TANF recipients perform work for the direct benefit of the community under the auspices of public or nonprofit organizations. Community service programs must be limited to projects that serve a useful community purpose in fields such as health, social service, environmental protection, education, urban and rural redevelopment, welfare, recreation, public facilities, public safety, and childcare. Community service programs are designed to improve the employability of recipients not otherwise able to obtain employment, and must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate. A State agency shall take into account, to the extent possible, the prior training, experience, and skills of a recipient in making appropriate community service assignments.
- 8. Vocational Educational Training Not to Exceed 12 Months:** Organized educational programs that are directly related to the preparation of individuals for employment in current or emerging occupations requiring training including a baccalaureate or advanced degree if incorporated in employment plan and in compliance with state and federal regulations. Vocational educational training must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate and may include work-focused general education and language instruction.
- 9. Child Care for an Individual Participating in a Community Service Program:** Providing childcare to enable another TANF recipient to participate in a community service program. This activity must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.
- 10. Job Skills Training Directly Related to Employment:** Training or education for job skills required by an employer to provide an individual with the ability to obtain employment or to advance or adapt to the changing demands of the workplace. Job skills training directly related to employment must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.
- 11. Education Directly Related to Employment:** Education related to a specific occupation, job, or job offer. Education directly related to employment must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.

**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

- 12. Satisfactory Attendance at Secondary School or in a GED Program:** Regular attendance, in accordance with the requirements of the secondary school or course of study, at a secondary school or in a course of study leading to a certificate of general equivalence, in the case of a work eligible individual who has not completed secondary school or received such a certificate. This activity must be supervised on an ongoing basis no less frequently than once each day in which the individual is scheduled to participate.



STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION A - PART IV  
  
SAFEGUARDING INFORMATION - SECTION A - PART IV

*Sec. 402(a)(1)(A) of the Social Security Act*

*(iv) – The Safeguarding Information part describes how the state intends to take such reasonable steps as the state deems necessary to restrict the use and disclosure of information about individuals and families receiving assistance under the program attributable to funds provided by the Federal Government.*

The use and disclosure of information about individuals and families receiving assistance under the program is restricted. The Department releases information concerning recipients only for purposes directly connected with the administration of the Department's programs; an investigation, prosecution, or civil or criminal proceeding related to the administration of the Department's program; the administration of any other federal or federally assisted program which provides assistance in cash, or in kind, or services directly to individuals on the basis of need; certification of receipt of assistance to an employer for the purposes of claiming a tax credit; an audit or similar activity conducted in connection with the administration of the program by any governmental entity authorized by law to conduct such audit or activity. The Department also discloses, upon request by law enforcement officers, the address of any recipient who is wanted on charges of a felony or high misdemeanor or who is in violation of parole or probation. Any suspected cases of child neglect or abuse are reported to the Department of Children and Families.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ▪ SECTION A - PART V

TEEN-PREGNANCY PREVENTION - SECTION A -PART V

*Sec. 402(a)(1)(A) of the Social Security Act*

*(v) - The Teen-Pregnancy Prevention part describes how the state intends to establish goals and take action to prevent and reduce the incidence of out-of-wedlock pregnancies, with special emphasis on teenage pregnancies, and establish numerical goals for reducing the illegitimacy ratio of the state (as defined in Section 403(a)(2)(C)(iii) of the Social Security Act), for calendar years 2011 through 2014.*

The Department of Social Services (DSS) operates a statewide teen pregnancy prevention initiative comprised of individual programs run by not-for profit organizations and municipalities in eleven (11) Connecticut towns and cities. The communities served are: Bridgeport, East Hartford, Hartford, Killingly, Meriden, New Britain, New Haven, New London, Norwich, Waterbury, and Willimantic. The programs in these areas serve five-hundred fifty (550) participants.

The implemented programs utilize the Teen Outreach Program (TOP), a service learning model, where participants engage in, reflect on, and learn from community service projects. TOP is a science based model that has been evaluated and has shown evidence that it is among the most effective approaches to preventing teen pregnancies.

The DSS funded teen pregnancy prevention initiative funds primarily support the individual programs, but also cover independent research and evaluation with Philliber Research Associates (PRA), statistical analysis (UConn Family Planning Division), and training from Wyman Associates who owns the Teen Outreach Service Learning program. Teen-pregnancy prevention programs funded by DSS work intensively with young men as well as young women to address issues of health, education, and other life issues.

DSS worked with the Department of Public Health to review data collection on out-of-wedlock pregnancies. DSS has set numerical goals for reducing the number out-of-wedlock pregnancies for teens between the ages of 15 and 19 in the DSS Teen Pregnancy Prevention Initiative to no more than 18 births per 1,000 for 2018, 17 births per 1,000 in 2019, and 16 births per 1,000 in 2020.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

STATUTORY RAPE - SECTION A - PART VI

*Sec. 402(a)(1)(A) of the Social Security Act*

*(vi) - The Statutory Rape part describes how the state intends to conduct a program, designed to reach state and local law enforcement officials, the education system, and relevant counseling services, that provides education and training on the problem of statutory rape so that teenage pregnancy prevention programs may be expanded in scope to include men.*

The statutory rape laws in Connecticut, in accordance with Connecticut General Statutes, are enforced throughout the state. State agencies work together on implementation of protocol for referral of statutory rape cases. In addition, the Department of Social Services (DSS) has notified its employees that information pertaining to any possible case of statutory rape should be referred to the Department of Children and Families (DCF) for investigation of possible child abuse. DCF may further refer the case to the Chief State's Attorney's Office for prosecution. DSS also encourages the victim and their family to report the case to the Chief State's Attorney's Office.

The Department directly funds two statewide programs with several regional contractors and sites that contribute to the education and explanation of statutory responsibilities for males pertaining to reproductive rights. This added service is in addition to the core scope of service provided by each program/contractor. These two programs and contractors are as follows:

1. Teenage Pregnancy Prevention Program - See Page 36 of this State Plan for a narrative description.
2. Family Planning Services - services defined as educational and comprehensive medical/social services which enable individuals, including minors to determine the number and spacing of their children. Specific component services include general reproductive health care and counseling. Planned Parenthood is the statewide contractor. They have a number of sites throughout the state to provide accessibility to clients.

Efforts will be undertaken to collaborate with programs and services administered/funded by the State Department of Education (see pages 26 thru 28 of this State Plan) and expand educational efforts to male teenagers.

## **SECTION B**

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION B – PART I

TREATMENT OF FAMILIES MOVING INTO THE STATE

*Sec. 402(a)(1)(B) of the Social Security Act*

*(i) – The Treatment of Families Moving into the State part indicates whether the state intends to treat families moving into the state from another state differently than other families under the program, and if so, how the state intends to treat such families under the program.*

The state does not treat families moving into the state from another state differently than other families under the program.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ▪ SECTION B - PART II

TREATMENT OF NON-CITIZENS

*Sec. 402(a)(1)(B) of the Social Security Act*

*(ii) - The Treatment of Non-Citizens part indicates whether the state intends to provide assistance under the program to individuals who are not citizens of the United States, and if so, shall include an overview of such assistance.*

Connecticut provides assistance to mandatory and optional qualified aliens, as defined in Title IV of P.L. 104 - 193. All eligibility requirements, level of benefits and other provisions that pertain to U.S. citizens also apply to these non-citizens.

Aliens determined eligible for assistance must pursue citizenship to the extent possible. This requirement does not apply to victims of domestic violence or persons with mental retardation.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION B - PART III

OBJECTIVE CRITERIA

*Sec. 402(a)(1)(B) of the Social Security Act*

*(iii) - The Objective Criteria part sets forth objective criteria for the delivery of the benefits, the determination of eligibility and for fair and equitable treatment, including an explanation of how the state will provide opportunities for recipients who have been adversely affected to be heard in a state administrative or appeal process.*

**Connecticut's Objective Criteria**

The State of Connecticut has developed objective criteria for the delivery of benefits, the determination of eligibility, and for fair and equitable treatment. These criteria are described in official state policies and regulations. The policies and regulations have been legally adopted under applicable provisions of state law.

Connecticut's objective criteria for delivery of benefits and determination of eligibility for TFA include standards of promptness for the determination of eligibility, periodic reviews of eligibility, standards of verification, determination of good cause for not complying with employment services requirements, and treatment and limits on income and resources.

The standard of promptness is 45 days from the date of application for inactive cases. If the family applies for an extension of benefits before the end of the 21-month time limit or extension, the standard of promptness is 30 days.

Periodic reviews of eligibility are every twelve months and in the twentieth month of the time limit.

Documents are the primary sources of verification. Affidavits are accepted when other sources of verification are not available. The preponderance of evidence is the department's standard of verification.

Good cause for non-compliance with and employment services activity is defined as circumstances beyond a person's control that reasonably prevent a person from participating in an activity.

Earned income of recipients is totally excluded up to the Federal Poverty Level (FPL). Once earnings reach the FPL, the family becomes ineligible for assistance. Unearned income must be less than the department's standard of need for a family to be eligible for TFA.

**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION B - PART III**

The resource limit is \$3,000. Families are allowed to own a vehicle with an equity value less than \$9,500 or a vehicle used to transport a disabled family member.

Benefits are paid through electronic benefits transfer into an account that may be accessed by the eligible family or through direct deposit to the recipient's own bank account. The department may limit a person's control over an account through restricted payment or by providing payment directly to a third party when it has been determined that the person has mismanaged his or her finances.

**Connecticut's Appeals Process**

Connecticut provides timely and adequate notice prior to taking an adverse action and provides opportunities for the recipients who have been adversely affected to be heard in a state administered appeals process. There are set time limits for requesting and holding hearings and issuing decisions. Hearings are presented before impartial hearing officers. Clients are allowed to present a case, bring witnesses, ask questions and cross-examine. If the client is unhappy with the decision, he or she may request reconsideration or appeal to the courts.



STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION B - PART IV

WORK OPTION

*Sec. 402(a)(1)(B) of the Social Security Act*

*(iv) - Not later than 1 year after the date of enactment of this Section, unless the chief executive officer of the state opts out of this provision by notifying the Secretary, a state shall, consistent with the exception provided in section 407(e)(2), require a parent or caretaker receiving assistance under the program who, after receiving such assistance for 2 months is not exempt from work requirements and is not engaged in work, as determined under section 407(c), to participate in community service employment, with minimum hours per week and tasks to be determined by the state.*

On September 30, 1996, the Governor sent a letter to the Secretary of Health and Human Services to opt out of this provision. While the state may use community service as a work activity, requiring every parent or caretaker to do it after two months of assistance is not consistent with the design of the Jobs First Employment Services program.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION B - PART V

EMPLOYMENT IN LONG-TERM CARE AND ELDER CARE

*Sec. 402(a)(1)(B) of the Social Security Act*

*(v) - The document shall indicate whether the State intends to assist individuals to train for, seek, and maintain employment— (I) providing direct care in a long-term care facility (as such terms are defined under section 2011); or (II) in other occupations related to elder care determined appropriate by the State for which the State identifies an unmet need for service personnel, and, if so, shall include an overview of such assistance.*

Connecticut intends to assist individuals to train for, seek, and maintain employment through training and job placement, to the extent possible within the Jobs First Employment Services (JFES) program, providing direct care, in a long-term care facility or in other occupations related to elder care determined appropriate by the State of Connecticut for which an unmet need for service personnel, is identified by the state.

In the Jobs First Employment Services program, the Workforce Development Boards may arrange for JFES participants to become certified nursing assistants and patient care technicians. It is the intent that some of the graduates of these programs will be employed in convalescent homes or become home health aids for the elderly. The Workforce Investment Boards are required to conduct an assessment of the needs of employers in their regions. Part of the annual plan is to address the employment needs of JFES participants and employers in general. Long-term care facilities and occupations related to elder care are included in the regional assessment.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION C

**DENIAL OF ASSISTANCE BASED ON ABSENCE FROM THE HOME**

*Sec. 408(a)(10) of the Social Security Act*

*(A) IN GENERAL. – A State to which a grant is made under section 403 shall not use any part of the grant to provide assistance for a minor child who has been, or is expected by a parent (or other caretaker relative) of the child to be, absent from the home for a period of 45 consecutive days or, at the option of the State, such period of not less than 30 and not more than 180 consecutive days as the State may provide for in the State plan submitted pursuant to section 402.*

*(B) STATE AUTHORITY TO ESTABLISH GOOD CAUSE EXCEPTIONS. – The State may establish such good cause exceptions to subparagraph (A) as the State considers appropriate if such exceptions are provided for in the State plan submitted pursuant to section 402.*

Except as limited by state statute or regulation, Connecticut opts to deny assistance to any minor child who is absent from the home for more than 180 consecutive days.

Connecticut also applies a good cause exception to this 180 day standard in cases where the consecutive days of absence are up to half of one calendar year because of split custody or other situations that cause a minor child to be absent from one home not more than 183 consecutive days.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION C

**SECTION C**

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020 ■ SECTION C

CERTIFICATIONS

**STATE PLAN CERTIFICATIONS**

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

The following certifications, in accordance with Sec. 402 (a) of the Social Security Act, are made by the Chief Executive officer of the State of Connecticut.

The Chief Executive Officer of the state is Governor Dannel P. Malloy.

**CERTIFICATION THAT THE STATE WILL OPERATE A CHILD SUPPORT ENFORCEMENT PROGRAM**

The state will operate a child support enforcement program under the State Plan approved under part D.

**CERTIFICATION THAT THE STATE WILL OPERATE A FOSTER CARE AND ADOPTION ASSISTANCE PROGRAM**

The state will operate a foster care and adoption assistance program under the State Plan approved under part E, and the state will take such actions as are necessary to ensure that children receiving assistance under such part are eligible for medical assistance under the State Plan under title XIX.

**CERTIFICATION OF THE ADMINISTRATION OF THE PROGRAM**

The Department of Social Services is the agency responsible for the administration and supervision of the Temporary Assistance for Needy Families program.

The state consulted with and has given local governments and private sector organizations the opportunity to comment on the plan and the design of the services provided by the program described in this plan, so that services are provided in a manner appropriate to local populations. The department also gives notice and seeks comments from the public any time it amends its regulations.

Anyone wishing to comment has had at least 45 days to submit comments on the substance of the plan and the design of such services.

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

CERTIFICATIONS (CONTINUED)

**CERTIFICATION THAT THE STATE WILL PROVIDE INDIANS WITH  
EQUITABLE ACCESS TO ASSISTANCE**

The state will provide each member of an Indian tribe, who is domiciled in the state and 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.

**CERTIFICATION OF STANDARDS AND PROCEDURES TO ENSURE  
AGAINST PROGRAM FRAUD AND ABUSE**

The state has established and is enforcing standards and procedures to insure 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.

**OPTIONAL CERTIFICATION OF STANDARDS AND PROCEDURES TO  
ENSURE THAT THE STATE WILL SCREEN FOR AND IDENTIFY  
DOMESTIC VIOLENCE**

Although standards and procedures have been developed to ensure that the state will screen for and identify domestic violence, Connecticut has decided not to include this optional certification at this time

Certified by the Governor of Connecticut

\_\_\_\_\_  
Dannel P. Malloy

\_\_\_\_\_  
Date

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

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STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

**ADDENDUM A**



**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

**ADDENDUM A  
TEMPORARY FAMILY ASSISTANCE PAYMENT STANDARDS**

1. The State of Connecticut is divided into three geographic regions on the basis of similarity in the cost of living.
2. Separate TFA payment levels are established for each region.
3. The regional breakdown of the state by cities and towns is as follows:

**REGION A**

Bethel	Greenwich	Norwalk	Stamford
Bridgewater	New Canaan	Redding	Washington
Brookfield	New Fairfield	Ridgefield	Weston
Danbury	New Milford	Roxbury	Westport
Darien	Newtown	Sherman	Wilton

**REGION B**

Andover	East Haven	Marlborough	Simsbury
Ashford	East Lyme	Meriden	Somers
Avon	Easton	Middlefield	Southington
Berlin	East Windsor	Middletown	South Windsor
Bethany	Ellington	Milford	Sprague
Bloomfield	Enfield	Monroe	Stafford
Bolton	Essex	Montville	Sterling
Bozrah	Fairfield	New Britain	Stonington
Branford	Farmington	New Haven	Stratford
Bridgeport	Franklyn	Newington	Suffield
Bristol	Glastonbury	New London	Thompson
Brooklyn	Granby	North Branford	Tolland
Burlington	Griswold	North Haven	Trumbull
Canterbury	Groton	North Stonington	Union
Canton	Guilford	Norwich	Vernon
Chaplin	Haddam	Old Lyme	Voluntown
Chester	Hamden	Old Saybrook	Wallingford
Clinton	Hampton	Orange	Waterford
Colchester	Hartford	Plainfield	Westbrook
Columbia	Hebron	Plainville	West Hartford
Coventry	Killingly	Plymouth	West Haven
Cromwell	Killingworth	Pomfret	Wethersfield
Deep River	Lebanon	Portland	Willington
Durham	Ledyard	Preston	Windsor
Eastford	Lisbon	Putnam	Windsor Locks
East Granby	Lyme	Rocky Hill	Woodbridge
East Haddam	Madison	Salem	Woodstock
East Hampton	Manchester	Scotland	
East Hartford	Mansfield	Shelton	

STATE OF CONNECTICUT  
 TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
 STATE PLAN 2018-2020

ADDENDUM A

TEMPORARY FAMILY ASSISTANCE PAYMENT STANDARDS

REGION C

Ansonia	Goshen	Norfolk	Torrington
Barkhamsted	Hartland	North Canaan	Warren
Beacon Falls	Harwinton	Oxford	Waterbury
Bethlehem	Kent	Prospect	Watertown
Canaan	Litchfield	Salisbury	Winchester
Cheshire	Middlebury	Seymour	Wolcott
Colebrook	Morris	Sharon	Woodbury
Cornwall	Naugatuck	Southbury	
Derby	New Hartford	Thomaston	

TEMPORARY FAMILY ASSISTANCE PAYMENT STANDARDS  
 EFFECTIVE OCTOBER 1, 2017

<u>FAMILY SIZE</u>	<u>REGION A</u>	<u>REGION B</u>	<u>REGION C</u>
1	\$443	\$ 366	\$366
2	563	487	487
3	698	597	589
4	815	701	684
5	919	803	779
6	1,028	908	885
7	1,143	1,026	994
8	1,257	1,134	1,100

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

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STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

**ADDENDUM B**

STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020

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**STATE OF CONNECTICUT  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN 2018-2020**

ADDENDUM B

Notice for Public Review and Comment

**STATE OF CONNECTICUT  
DEPARTMENT OF SOCIAL SERVICES  
TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)  
STATE PLAN FFY 2018 - 2020**

The State of Connecticut Department of Social Services has revised the State Plan for the Temporary Assistance for Needy Families (TANF) program to plan for federal fiscal years 2018 through 2020. Connecticut has made revisions as a result of decisions regarding program implementation and to maintain compliance with the Social Security Act and compliance with federal regulations pertaining to TANF.

The Department of Social Services is the agency responsible for the administration and coordination of the TANF program.

The TANF Plan 2018-2020 is available for review by visiting the Department of Social Services website: <http://portal.ct.gov/DSS/Economic-Security/State-Plans>

Anyone wishing to comment on the TANF Plan shall have from October 17, 2017 to December 6, 2017 to submit comments.

Please direct comments and/or questions to:

Peter Hadler, Program Manager – Eligibility Policy and Program Support Division  
at 860-424-5385 or [peter.hadler@ct.gov](mailto:peter.hadler@ct.gov) before December 7, 2017.

The State of Connecticut is hereby consulting with local governments, tribal nations and private sector organizations and giving the opportunity to comment on the plan and the design of the services provided by the program described in this plan, so that services are provided in a manner appropriate to local populations. The department also hereby gives notice and seeks comments from the public at this time and any time it amends its regulations.