

## How TANF Employment and Training Activities Would be Tracked and Reported Under EPC's E&T Participation Tracking Proposal

### I. E&T Activities Provided and Tracked by EARN, KEYS, and Work Ready Contractors

#### Activities to be Tracked Using Federal Work Verification Rules

- **Unsubsidized Employment**  
*(Tracked as per federal TANF Hours Verification rules: one pay stub every 6 months)*
- **Attendance in High School by parents under 21**  
*(Tracked as per federal TANF Hours Verification rules: verification of enrollment sufficient)*

#### Activities to be Tracked Using DHS-Developed Human-Centered Procedures

- **Job Search and Job Readiness** (including **Barrier Remediation**)
- **Vocational Education** (including **postsecondary degree and certificate programs, HSE, GED, ESL, ABE**)
- **Community Service**
- **Subsidized Private and Public Employment**
- **Work Experience**
- **On-the-Job Training**
- **Apprenticeship**
- **Providing child care to a community service participant**

*(All of the above tracked via DHS developed human-centered procedures focused on participation and progress toward participants' goals)*

### II. Activities Listed as Countable TANF Activities on PA's Federal TANF Work Verification Plan<sup>1</sup> for Which Hours Would be Reported to HHS/ACF<sup>2</sup>

**Unsubsidized Employment** *(Tracked as per federal TANF Hours Verification rules: one pay stub every 6 months)*

**Attendance in High School** *(Tracked as per federal TANF Hours Verification rules: verification of enrollment sufficient)*

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<sup>1</sup> Federal TANF regulations permit states to designate which of the permissible E&T activities the state wishes to count toward its work participation rate. Under the EPC proposal, PA's Work Verification Plan would be amended to list only unsubsidized employment and attendance in high school by parents under 21 as countable activities. DHS would **still offer and track participation in all the activities listed in Section I., above**, but would only report hours for unsubsidized employment and attendance in high school to HHS/ACF. While the random sample used for the work participation rate calculation will necessarily include cases with other activities, DHS would simply report zero hours for those cases.

<sup>2</sup> The federal hours verification requirements for unsubsidized employment and attendance in high school are very relaxed compared to the requirements for all other activities. The reason the EPC proposal would work is that over 80% of all PA's countable hours come from unsubsidized employment – far more than enough to meet PA's target work participation rate after the caseload reduction credit.