

December 1999

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES PROGRAM - FUNDING USES

STATE MAINTENANCE OF EFFORT SPENDING Spending Requirement

1. The state is required to spend 80 percent of the state's historic level of spending (FY 1994), or 75 percent if the state meets work participation requirements on qualified state expenditures.
2. All maintenance of effort funds must be spent on families that meet the income and resource standards in the state plan and are either eligible for temporary assistance for needy families (TANF) or would be eligible for TANF except they have exceeded the five-year time limit on federally funded assistance. Eligible families include a child living with his or her custodial parent or other adult caretaker relative.
3. For the 1999-2001 biennium North Dakota projects spending \$16,600,859 to meet maintenance of effort requirements. This includes \$14,566,787 for training, education, employment, and management program (TEEM) benefits, foster care emergency assistance and emergency assistance case management, and \$2,034,072 for child care.

Qualified Maintenance of Effort Activities

Qualified state maintenance of effort-funded activities include:

- Cash assistance, including any part of the state's share of the child support collection.
- Child care assistance.
- Educational activities to increase self-sufficiency, job training and work (except activities or services that the state makes generally available to its residents without cost and without regard to their income).
- Administrative costs in connection with any of these activities, subject to a 15 percent limitation.
- Any other services or benefits that are reasonably calculated to accomplish a purpose of the TANF program.

Funding Options - Maintenance of Effort

The state may spend their maintenance of effort funds in one of three ways:

- Commingled with federal funds and spent in the TANF program. These expenditures are the **least flexible** because they are subject to federal funding restrictions, TANF requirements, and maintenance of effort limitations.
- Segregated from federal funds but spent in the TANF program. These expenditures are subject to many TANF requirements including the work participation requirements, child support assignment, and reporting. However, time limits and federal funding restrictions do not apply.
- In separate state programs, operated outside of the TANF program. These expenditures are very flexible and are not subject to the general TANF requirements. However, they must be consistent with the goals of the TANF law and other maintenance of effort requirements. Also, they are included within the 15 percent administrative cap for maintenance of effort expenditures.

FEDERAL TEMPORARY ASSISTANCE FOR NEEDY FAMILIES REVENUE

The state of North Dakota receives \$52,799,618 of federal TANF funds for a biennium, or \$26,399,809 per year.

ALLOWABLE USES OF FEDERAL TEMPORARY ASSISTANCE FOR NEEDY FAMILIES FUNDS

1. The purposes of TANF:
 - a. Assistance to needy families (any unobligated funds at yearend may only be spent subsequently on assistance).
 - b. End the dependence of needy parents on government benefits by promoting job preparation, work, and marriage.
 - c. Prevent and reduce out-of-wedlock pregnancies (potential activities include abstinence programs, nursing services, youth counseling, teen pregnancy prevention, and after school supervision).
 - d. Encourage the formation and maintenance of two-parent families (potential activities include parenting skills training, premarital and marital counseling, job training for noncustodial parents, and crisis or intervention services).

NOTE: Subdivisions c and d may be provided to both the needy and nonneedy families, with objective criteria for the services to the nonneedy.

2. Previously authorized activities:
 - a. Allow states to use federal TANF funds for specific activities that have been previously authorized based on an approved Title IV-A or IV-F plan, using the same eligibility criteria.
 - b. Examples of such activities are juvenile justice and certain state child welfare and foster care activities included in many approved state plans.
3. Transfers:
 - a. A state may transfer up to 30 percent of TANF funds each fiscal year to the child care development fund and to the social services block grant program.
 - b. No more than 10 percent of the grant amount for a fiscal year may be transferred to the social services block grant, and if transferred, up to 20 percent of the annual grant could be transferred to the child care development fund.
 - c. Once a state transfers funds to either program, it must use the funds in accordance with the rules of that program. (Transfers cannot be made to a state "rainy day" fund.)

- g. Other services such as counseling, case management, peer support, child care information and referral, transitional services, job retention, job advancement, and other employment-related services.
- h. Transportation benefits provided under a "Job Access or Reverse Commute" project to an individual who is not otherwise receiving assistance.

Restrictions on the Use of Temporary Assistance for Needy Families Funds

1. Restrictions on providing assistance to certain teen parents, convicted felons, and individuals convicted of fraud.
2. Prohibition on spending funds on medical services (except pre-pregnancy family planning).
3. A 15 percent cap on administrative expenditures.
4. A state may not use federal TANF funds to satisfy a cost-sharing or matching requirement of another federal program unless specifically authorized by federal law.
5. State maintenance of effort funds generally cannot be used to meet federal cost-sharing requirements in other programs.
6. States may not transfer TANF funds to another federally funded program without specific statutory authority.
7. A state may not use TANF funds to construct or purchase buildings or facilities or to purchase real estate.
8. A state may reserve federal TANF funds for any fiscal year for the purpose of providing "assistance" without fiscal year limitation. A state may only spend reserve money:
 - a. Within the TANF program.
 - b. To provide benefits that meet the definition of assistance or on related administrative costs. This limitation precludes the state from transferring reserve funds to either the child care development fund or the social services block grant fund.

ADDITIONAL TEMPORARY ASSISTANCE FOR NEEDY FAMILIES CONSIDERATIONS Assistance

1. The definition of "assistance" is significant because families receiving TANF assistance must meet work participation and child support cooperation requirements.
2. "Assistance" includes benefits directed at basic needs such as food, clothing, shelter, utilities, household goods, and personal care items.
3. Assistance **excludes**:
 - a. Child care, transportation, and other supportive services provided to families that are employed.
 - b. Nonrecurrent, short-term benefits (crisis- or time-limited).
 - c. Work subsidies.
 - d. Refundable earned income tax credits.
 - e. Contributions to and distributions from individual development accounts.
 - f. Education or training, including tuition assistance.

APPROPRIATE USES OF TEMPORARY ASSISTANCE FOR NEEDY FAMILIES FUNDS

The following chart lists possible uses of federal TANF or state maintenance of effort funds, as identified by the United States Department of Health and Human Services and the Department of Human Services response regarding the provision of the service in North Dakota.

Possible TANF Use	Department of Human Services Response
<p>Support for Work Activities Provide job search, job placement, transportation, and child</p>	<p>Provided through JOBS, child care, and supportive services.</p>

care services to TANF applicants from the beginning of the TANF application period.

Provide work experience and case management to individuals with employment barriers, such as little or no work history.

Subsidize wages directly or through an employer. Provide subsidies to help pay for the creation of community jobs for needy parents in private, nonprofit, or community agencies.

Help unemployed, needy, noncustodial parent by providing job skills training, retraining, job search, employment placement services, or other work-related services.

Provide job retention services or postemployment followup services, such as counseling, employee assistance, or other supportive services.

Pay refugee services providers to provide linguistically and culturally appropriate services that help refugee TANF recipients obtain employment or participate in work activities.

Provide specialized training for supervisors or job coaches in private industry on how to work with newly hired TANF individuals who have serious barriers to employment or reimburse employers for the time supervisors spend in such training.

Subcontract with business organizations or associations to expand participation of employers in welfare-to-work initiatives and encourage the hiring of TANF recipients.

Conduct a state public awareness campaign designed to inform employers about the benefits of hiring TANF recipients and encourage employers to alert the TANF office when they have job openings.

Child Care

Transfer federal TANF funds into the child care and development fund to support "quality activities," e.g., to help child care providers attain accreditation and increase monitoring and unannounced inspections of child care settings.

Counsel needy parents about health, safety, educational, social, and emotional development issues to consider in selecting child care.

Provide full-day/full-year, high-quality child care services for young children in needy families by expanding or extending the hours of programs with high educational and developmental standards, such as Head Start and accredited prekindergarten.

Increase child care subsidy levels, especially for infant and toddler care, to expand the availability of care for needy families.

Increase child care payment rates for child care offered during nontraditional hours in order to expand the availability of such care.

Expand child care staff recruitment activities to increase the availability of care for needy families, especially in areas of short supply such as care for children with special needs, sick-child care, care in rural areas, and care during nontraditional work hours.

Provided through JOBS program.

Can provide through JOBS program - used very little. Part of TANF grant can subsidize salary. No subsidies to help pay for the creation of jobs.

Not providing anything for noncustodial parents.

Provide through welfare-to-work for those who leave TANF due to earnings. For those still on TANF, these services are available through JOBS and supportive services.

This is being done. Presently Lutheran Social Services is providing the JOBS program for refugees.

Not being done in an organized manner but on a case-by-case basis.

Not being done at present. The Department of Human Services is exploring pilot projects in different regions and how to involve the private sector has come up as an issue.

Not being done as a public awareness campaign. This type of activity does happen as JOBS managers talk with employers, most recently with Amazon.com.

Transferred \$2 million in TANF funds to child care block grant. Quality activities are part of the block grant.

Provided through resource and referral agencies under contract with Department of Human Services.

These efforts have been made. Most recently a request for proposal has been developed to extend Head Start hours.

The subsidy levels have been increased in recognition of market rate surveys.

This has not been done. Other efforts have been made to encourage nontraditional hours.

Recruitment is part of the resource and referral contract. There has been discussion about increasing the effort in this area.

Fund afterschool and summer recreation activities that provide supervision and developmental services for children and youth while their needy parents work.

Transportation

Provide transportation allowances to cover incidental expenses and participation-related expenses for unemployed families.

Provide transit passes or tokens.

Arrange with another agency to use its buses or vans or share in the costs of purchasing transportation services.

Invest in local initiatives to improve the existing transportation network so that needy parents can access jobs.

Reimburse clients for mileage, auto repairs, or auto insurance to facilitate finding employment and job retention.

Contract with a private organization or service to refurbish previously owned cars and provide the cars to TANF recipients or provide financing support that enables recipients to purchase a car.

Subsidize costs of transporting needy children to child care.

Education and Training

Train employed recipients, former recipients, and noncustodial parents in job-related vocational and literacy skills needed for regular, full-time employment.

Fund education or job training activities at colleges and secondary and technical schools that promote advancement to higher paying jobs and self-sufficiency.

Share with employers the costs of onsite education, such as English as a second language or literacy classes.

Provide classes for new, unskilled, and semiskilled workers to teach new skills or enhance existing skills in order to improve their chances of job retention and advancement.

Mental Health/Substance Abuse

Use federal TANF funds to provide appropriate counseling services (e.g., mental health services, anger management counseling, nonmedical substance abuse counseling services) to family members with barriers to employment and self-sufficiency.

Use federal TANF or state maintenance of effort funds to provide nonmedical substance or alcohol abuse services, including room and board costs at residential treatment programs.

Use state maintenance of effort funds (that have not been commingled with federal TANF funds) to pay for medical services (e.g., for treatment of substance or alcohol abuse not paid by Medicaid) or to provide medical coverage for families that lack medical benefits (e.g., for families ineligible for transitional Medicaid or for adults whose children are served by Medicaid or CHIP).

Domestic Violence

Use TANF or maintenance of effort funds to help victims of domestic violence relocate elsewhere in the state or outside the state where employment or safe housing has been secured.

Some of these activities have been developed through the Children's Services Coordinating Committee.

Provided through supportive services.

Provided in some areas.

Not being done presently on a statewide basis. The Department of Human Services is working on a pilot with Bis-Man Transit to use their equipment for TANF.

Being done with Bis-Man Transit. The Department of Human Services will also support other projects as they develop.

Provided through supportive services.

Not being done. There are limited programs like this being done in other states.

Can be part of transportation allowance through supportive services.

Can be done through JOBS and welfare-to-work, except noncustodial parents.

Allow for one year. Will pay additional years if client is meeting work requirements.

Aware of one instance where English as a second language is done onsite.

Can be provided and is being provided on a case-by-case basis.

Is being provided for TANF individuals. Discussion on pilot projects has involved expanding this effort, especially in assessment.

Is allowed for TANF individuals. Very little inpatient residential treatment being provided, outpatient is more common.

Is not being done as a separate program. Funds are being used for these services.

This is allowable for TANF recipients.

Collaborate with domestic violence service providers to screen and identify victims; develop safety and services plans; provide appropriate counseling, referrals and other related services; determine the need for waivers of TANF program requirements; establish procedures that will maintain confidentiality of case-record information and ensure safety; and develop appropriate staff training.

Developmental and Learning Disabilities

Arrange for the state's vocational rehabilitation agency or similar provider to provide assessment, evaluation, assistive technology and equipment, and vocational rehabilitation services to needy individuals who have physical or mental disabilities but would not otherwise receive services. (Such services may also be important to parents or caretakers who receive SSI, while their children receive TANF.)

Provide cash assistance during the waiting period for SSI benefits for a disabled parent or disabled child in the family.

Enhancing or Supplementing the Family Income or Assets

Make loans to needy families to provide stable housing, secure a car, or for other reasons that are reasonably calculated to meet a purpose of the program.

Create a state refundable earned income tax credit program, using state maintenance of effort funds to pay for the refundable portion of the credit.

Fund a supplemental unemployment insurance program for unemployed workers in needy families who are not eligible for benefits under the state's regular unemployment insurance program.

Provide stipends to needy parents who combine education/training and work.

Increase the earnings disregarded for employed parents and adult caretaker relatives.

Match the contributions of TANF-eligible individuals in individual development accounts developed either under the TANF provisions or the Assets for Independence Act of 1998.

NOTE: Individual development accounts benefits are not "assistance." Also, individual development accounts benefits and assets may be disregarded in determining TANF eligibility and benefits.

Passthrough to the family (and disregard) some or all of the state's share of the assigned child support collection or passthrough the full amount of the child support collection by using the state's share of the assigned child support collection for part of it and using additional state maintenance of effort funds to pay the remainder.

Provide weatherization assistance or pay for home repairs.

Provide rental assistance, including security deposits, application fees, and payments of back rent to prevent evictions.

Provide a moving allowance (e.g., when a needy adult family member secures a job that is not close to the family's home).

Inform families about the availability of the earned income tax credit and other ongoing support for working families, including food stamps, Medicaid, and child care.

Domestic violence questions have been implemented in assessment. More needs to be done as few are being identified.

The Department of Human Services has TANF recipients who are also vocational rehabilitation clients. The two agencies work together on these cases.

The Department of Human Services provides.

Do not have loan program.

Do not do this. These efforts are going on in other states and the Department of Human Services has looked into it.

Do not do this. This is not an area the Department of Human Services has looked into at this time.

Will pay education expenses of TANF clients who meet work requirements.

Did this when TEEM was implemented.

Are not doing this at present time. This is another area where the Department of Human Services has looked at other states' efforts.

Do not do this. Was done in past.

Can be done through LIHEAP.

Provided some through supportive services.

Provided through supportive services.

Done annually.

Child Welfare

Collaborate with the child welfare agency to identify and serve children in needy families who are at risk of abuse or neglect (e.g., family counseling, vocational and educational counseling, and counseling directed at specific problems, such as developmentally disabled needs).

Provide cash assistance to needy caretaker relatives or provide appropriate supportive services (e.g., referral services, child care, transportation, and respite care) to caregiver relatives who can provide a safe place for a needy child to live and avoid his or her placement in foster care.

Screen families who have been sanctioned under TANF for risk of child abuse or neglect and provide case management services designed to eliminate barriers to compliance.

Family Formation and Pregnancy Prevention

Fund responsible fatherhood initiatives that will improve the capacity of needy fathers to provide financial and emotional support for their children.

Provide parenting classes, premarital and marriage counseling, and mediation services.

Provide counseling services or classes that focus on teen pregnancy prevention.

Fund state or local media campaigns to encourage young people to delay parenting or to encourage fathers to play a responsible role in their children's lives.

Change TANF eligibility rules to provide incentives for single parents to marry or for two-parent families to stay together.

Community Development

Issue grants to local welfare planning councils for their use in addressing TANF recipient needs within a specific locale.

Provide loans to small businesses if they agree to hire and train TANF recipients.

Fund a microenterprise development initiative.

Fund Community Development Corporation projects or community-based organizations that employ TANF clients, e.g., by covering the appropriate share of planning, development, and implementation costs.

General

Use federal TANF funds for activities for which the state had been specifically authorized per the state's approved AFDC plan, JOBS plan, or supportive services plan as of September 30, 1995, or at state option August 21, 1996, e.g., foster care or juvenile justice activities.

Use funds to purchase food stamps from the United States Department of Agriculture for legal aliens who are not eligible for benefits under the federal food stamp program.

Provide outreach activities that will improve access of needy families to medical benefits provided under the Medicaid or CHIP programs.

Contribute state maintenance of effort funds to tribal TANF programs.

Provide training to counselors in employee and family assistance programs about the needs of the population leaving welfare.

Try to do this through assessment. In discussion on pilot projects, child welfare has been involved.

Pay ineligible caretaker cases. Make up about 28 percent of cases.

Risk factor for child abuse can be taken into account.

Do not do this. Have reviewed other states' efforts.

Parenting classes for TANF clients can be paid.

Working with Department of Health on this issue.

Not being done through TANF, may be part of Department of Health efforts.

Stepparent budgeting ignores stepparent's income for the first six months.

Do not do this, do not have these agencies.

Has not been done, could be explored.

Has not been done, could be explored.

Has not been done, could be explored.

The Department of Human Services uses funds for foster care, family-focused services, child abuse and neglect, parent aid, and intensive in-home services.

Not being done with TANF funds.

Being done by Medicaid.

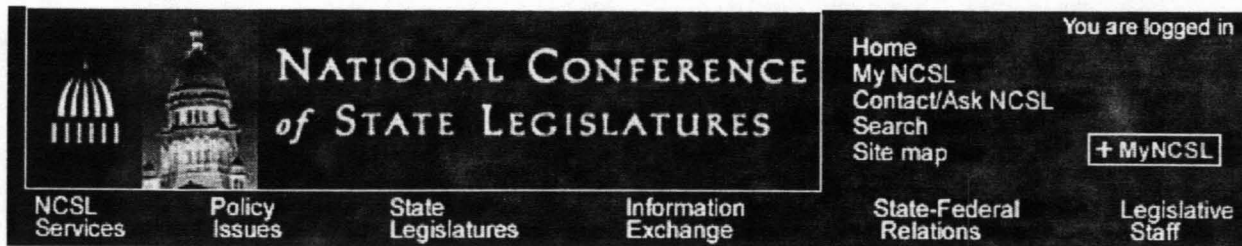
Not being done. May do this July 1, 2001.

Has not been done. Could be done on more formal basis. JOBS and county workers very familiar with this issue.

OTHER STATES' USES OF TEMPORARY ASSISTANCE FOR NEEDY FAMILIES FUNDS

Attached as an appendix is a summary prepared by the National Conference of State Legislatures that lists unique state programs and services funded with TANF and maintenance of effort.

ATTACH:1



Welfare Project

Programs and Services Funded With TANF and MOE

Updated September 1, 1999

By Dana Reichert and Jack Tweedie

Individual Development Accounts-Allows welfare recipients and low-income individuals to establish special savings accounts to be used for purchase of a home, educational advancement, or to start a business. **Indiana** is using MOE dollars to fund the establishment of 800 accounts and will provide \$3 for every \$1 deposited by recipients. Iowa and Oklahoma are using welfare dollars to fund IDA's as well.

Educational Accounts-Florida, Oregon and Wisconsin fund specialized accounts to help give former recipients or their children access to post-secondary education. In **Florida**, accounts are for children of recipients. Parents can "earn" money for their child's education by becoming and staying employed. **Oregon** requires employers and the department to invest \$1 for every hour a participant works in a subsidized job. Families can access accounts after they have left welfare and been employed for 6 months. **Wisconsin** appropriated \$1 million to provide \$500 for additional training to former recipients who have been employed for 9 month who can provide a match

Adult Basic Education/GED/Literacy-Through the Department of Education, in **California**, recipients can access courses in literacy, English as a second language, adult basic education, GED, vocational/technical and secondary education as well as pre-employability training at adult schools that are part of local school districts. Courses are taught by state certified teachers. Caseworkers can refer recipients in need of specific skills necessary for employment to appropriate education or training courses. **Oklahoma and Wisconsin** are also providing specialized basic education and literacy services to adults.

Services for Low-Income Fathers-Programs to help low-income fathers pay child support and reconnect with their children through job training, employment counseling, life skills management and peer support. **Arizona, California, Florida, Iowa, North Carolina, Ohio, Wisconsin and West Virginia** have targeted welfare dollars on services for low-income fathers.

Employer Stipends-Grants employers who hire welfare recipients a monetary sum of \$500 per month for six months if recipient stays employed. After 12 months, an employer can

collect \$1000. **Utah** is using TANF dollars to fund this program.

Caseworker Incentives- Washington developed cash bonuses for caseworkers who help recipients find high wage jobs with good benefits. Graduated bonuses are available if recipients stay in jobs over time.

County Incentives-California provides counties with incentive payments for case exits due to employment, grant reductions due to earnings and diversion of applicants. Counties are eligible for incentive payment for exiting recipients when exit rate is over the base rate and when the exit has lasted over six months. After recipients have been off of assistance for 7-12 months counties are eligible for additional payments.

Teenage pregnancy prevention-Develops a strategy focused on reducing teenage pregnancy. **California, Georgia, Iowa, Louisiana, Minnesota, North Carolina, Oklahoma and Wisconsin** are all using welfare dollars to fund programs. Minnesota and Oklahoma are also funding abstinence education initiatives.

Services for Teen Parents-Helps teen parents by providing assistance with GED or high school completion, job counseling and support services. **Illinois** has targeted MOE dollars for a program to serve teen parents. **California** developed specialized services for teens including child care, transportation and educational expenses. Provides monetary incentives for good grades up to four \$100 dollar rewards. Participants are eligible for \$500 if they receive a high school diploma or GED.

Tax credit for low-income families-Wisconsin provides a state earned income tax credit for working families who qualify.

Substance abuse treatment-Allows non-medical substance abuse treatment for welfare recipients using MOE dollars. **New Mexico** established two programs; one targeted at Native Americans TANF recipients, the other at non-native TANF recipients. **Oregon** developed a substance abuse treatment program through local community colleges. **North Carolina** placed substance abuse professionals in county offices to help identify clients with substance abuse problems. Extends the state employee assistance program to working recipients enabling access to treatment services. **California** provides residential treatment services for pregnant women.

Domestic Violence Training for Caseworkers-California provides funding to the University of California at Davis for development of a domestic violence training curriculum to train staff serving welfare recipients. Standards include skills for interviewing adult and children victims of domestic abuse, how to identify potential indicators of domestic abuse, understanding the impact of drug and alcohol abuse on family members, how to address additional mental health issues and how to obtain information about the batterers and possible referrals.

Domestic Violence Prevention-Arizona provides shelter and supportive services to domestic violence victims through local domestic violence programs. Promotes awareness and prevention.

Women's Programs through Department of Corrections-California offers three programs for women with children who are in prison, released from prison and as an alternative to

prison. Services include residential treatment for women offenders and their children after being released from prison, a 12-month aftercare program as an alternative to serving prison time. The Mother Infant Program offers an opportunity to move to a community-based facility for women in prison for nonviolent crimes with children under 6 years for whom they are the primary care givers.

Post Employment Services-Arkansas and Tennessee provided intensive case management services to former recipients to make sure they can keep jobs once they get them. They have developed mentoring programs to provide both emotional support and positive reinforcement for welfare recipients who have recently entered the work force. Mentors provide guidance with such issues as time management, balancing commitments at work and home, financial budgeting, professional relationships and work ethics. **Tennessee** and **Maryland** have developed hot lines to help handle crisis for newly employed recipients. Hot line operators can make service referrals or act as mediators between recipient and employers.

Post Employment Training-Arizona offers vocational and occupational training for ex-recipients who have jobs to help them acquire more valuable job skills allowing them to retain their jobs or obtain better jobs.

Employment Retention & Job Skills-Arizona provides services to recipients to help adapt to workplace demands, develop communication skills and problem-solving skills and promote self-sufficiency. **Wisconsin** is developing a similar service.

Micro-Enterprise-Helps certain recipients become entrepreneurs by developing their own business. **Arizona** helps those in rural communities develop businesses and assists in conducting market analyses for selected communities, establishing projects in communities that match skills to needs and developing financial resources. **West Virginia** uses funds to promote micro-enterprise as an alternative.

Housing Vouchers-Provide a supplement to families to pay for the cost of housing. **New Mexico** provides a \$100 subsidy to families that do not receive federal housing assistance. **Connecticut** provides similar benefits.

Utility Assistance-Helps recipients pay for utility bills. **Arizona, Georgia and Montana** targeted welfare dollars to provide recipients with help paying the high cost of utilities

Immigrant Services-Provides services to legal immigrants who are TANF eligible. **Illinois** and **New Jersey** have used MOE dollars to provide nutritional services to immigrants who lost eligibility for food stamps. Children's nutrition, naturalization and employment assistance is a part of Illinois' program.

Expanding Head Start-Expands child care services that prepare at risk children for kindergarten. **New Mexico** provides services targeting pre-kindergarten preparation.

Early Childhood Education/Pre-Kindergarten-California provides pre-school opportunities for children from families under federal poverty level. Provides funding for development of learning guidelines to address developmental milestones for pre-kindergarten age group and for development of ongoing training program for providers on how to implement learning

guidelines. **Iowa, Ohio and Wisconsin** also provide early childhood services using welfare dollars.

Literacy and Reading Program for Children-Ohio developed a specialized program for children to enhance reading skills and literacy using welfare dollars.

Homeless Shelter-Grants services to homeless or at-risk families at local shelters. **Illinois** uses MOE to provide homeless or at risk families with access to support services, counseling and local shelter services. **Arizona** provides a similar service.

Getting Cars to Low-Income families-Programs that solicit car donations in exchange for a tax credit and then sell cars to low-income families. **Arizona** has targeted MOE dollars for this purpose.

Tuition vouchers-Gives selected welfare recipients an opportunity to further their education by attending a community college or technical college. **Arizona** appropriated \$1.9 million to pay for recipients to attend vocational school targeted on high wage jobs. **Michigan** appropriated \$4 million to pay for high wage skills training for former recipients or working recipients.

Safety Net Services-Connecticut and New York provide services and vouchers to families who have lost eligibility for welfare either through time limits or sanctions.

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