

Wyoming County

Temporary Assistance (TA) and Supplemental Nutrition Assistance Program (SNAP) Employment Plan

January 01, 2024 - December 31, 2025

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1. Administration

1.1 Administrative Structure

- a. This agency's organizational chart is attached. It identifies the units and staff within the agency that are involved in the operation of the district's employment program.
(Attachments must be uploaded to the system through the "Documents" screen prior to submitting the plan. Use the textbox below to provide any additional information.)

See attached.

- b. Below is a description of the office(s) in and/or outside of the Department of Social Services that are involved in the operation of the district's employment program and include the responsibilities of each office.

The LDSS TA staff are responsible to provide employment services including the conciliation process, sanctions, and dispute resolutions. Employment services include employability determinations, orientation, assessment, employment planning, assignment to work activities, monitoring of participation, development and monitoring treatment plans for exempt individuals. Literacy West conducts TABE testing provides educational classes, training, and allows clientele to use their computers for job searches.

1.2 TA and SNAP Employment & Training (SNAP E&T) Provider Agencies

- a. Table 1 lists the local contracts or agreements with agencies to provide employment services to TA and SNAP clients. These activities and services may include, but are not limited to: employability determinations; development of assessment and employment plans; conciliation and grievance activities; provision of work activities such as job readiness training; education and job skills training; monitoring and support for compliance with treatment plans for exempt individuals with the potential for restoration to self-sufficiency; job development; job placement and retention services; and other employment related activities.

Each contract listed in Table 1 contains an assurance that the activities are not otherwise available from that provider on a non-reimbursable basis, and, if not a performance-based contract, a statement regarding use of a cost allocation methodology that satisfies Generally Accepted Accounting Principles, as well as the requirements of U.S. Office of Management and Budget Circulars A-122 for nonprofit organizations, A-21 for educational institutions, or A-87 for State and local governments. Districts must maintain proper monitoring and oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts.

Funding sources include, FFFS, SNAP E&T, Local or "other". Categories of clients served include Family Assistance (FA), Safety Net Assistance for households with dependent children (SNA Fam), Safety Net Assistance for households without dependent children (SNA Ind), Supplemental Nutrition Assistance Program (SNAP), and Temporary Assistance to Needy Families (TANF) 200%.

Contracts or Agreements with Agencies Who Provide TA and SNAP Employment Services

Provider	Total Contract Cost per Year	Funding Source(s)	Categories of Clients Served	Programs, Services or Activities Provided
Wyoming County Workplace Health Services	\$750	Local	FA SNA Family SNA Individual SNAP	Provides physical exams to provide DSS with medical clearance for work on an individual accompanied by written notification of any restrictions from usual work activities. The cost is \$75.00 per exam.
Costillo Languages	\$3,000	Local	FA SNA Family SNA Individual SNAP TANF 200%	Costillo Languages is used on an as needed basis. We pay Costillo Languages and charge the fee to the appropriate program area it belongs to, so it could be child welfare, employment, or program areas. The funding stream would be paid by administration and then charged back to each program area.

- b. Table 2 includes agencies/providers that offer services to participants and to which the district expects to refer participants, but which have no direct financial agreement with the district.

Categories of clients served include Family Assistance (FA), Safety Net Assistance for households with dependent children (SNA Fam), Safety Net Assistance for households without dependent children (SNA Ind), Supplemental Nutrition Assistance Program (SNAP), and TANF 200%.

Agencies and Providers to whom the District Refers for Employment Services

Provider	Funding Source(s)	Categories of Clients Served	Programs, Services or Activities Provided
CORE Learning Center	Others: unknown	FA SNA Family SNA Individual SNAP	Pre-test assessing, secondary completion (TASC/GED) classes, TASC/GED classes, TABE testing, computer literacy classes, Adult basic education (ABE) classes.
Wyoming County Community Action	Others: unknown	FA SNA Family SNA Individual SNAP	Job search assistance, career counseling, direct job referrals, resume writing, computer lab, job placement services, JRT.

Provider	Funding Source(s)	Categories of Clients Served	Programs, Services or Activities Provided
Attain Lab	Others: unknown	FA SNA Family SNA Individual SNAP	Computer skills
BOCES	Others: unknown	FA SNA Family SNA Individual SNAP TANF 200%	Vocational Education
Clarity	Others: unknown	FA SNA Family SNA Individual SNAP TANF 200%	Mental Health
Spectrum Health Services	Others: unknown	FA SNA Family SNA Individual SNAP	Mental Health counseling, drug and alcohol treatment, personalized recovery, oriented services, health, homecare coordination, supportive housing.
Wyoming County Community Action	Others: unknown	FA	Home visiting Services
Genesee Community College	Others: unknown	FA SNA Family SNA Individual SNAP	Post-secondary education.

c. **Monitoring and Oversight of TANF and SNAP E&T Funded Contracts/Agreements**

Described below is the process used to monitor district held contracts/agreements with providers that use TANF and SNAP E&T funds for employment services:

N/A

1.3 OTDA Jobs Staff Agreement

a. **OTDA Jobs Program Services - Target Groups (reply yes or no to the options as they apply):**

Services Provided by Jobs Staff

Yes or No:	Services Provided:
N/A	Assessment/Employment Plan
N/A	Supervised job search

Yes or No:	Services Provided:
N/A	Job readiness training
N/A	Job club
N/A	Job placement services
N/A	Grant diversion
N/A	Job development (employer outreach)
N/A	WOTC pre-certification

Jobs Staff Target Groups

Yes or No:	Target Groups:
N/A	Applicants
N/A	FA & SNA with children
N/A	SNA without children
N/A	SNAP
N/A	TANF 200%

- b. Described below are the additional services/duties Jobs Staff will be requested to perform (e.g., Welfare to Work Case Management System (WTWCMS) data entry, case conferencing, job fairs).

N/A

1.4 Access to Services at New York State Career Centers

- a. Described below is how the district provides access to its programs and services with Career Center partners (reply yes or no to the options as they apply):

Programs and Services Provided at Career Centers

Yes or No:	Programs and Services Provided:
No	The district has employee(s) physically present at a Career Center
No	The district has contract staff physically present at a Career Center
Yes	The district makes available direct access to its program staff via phone or technology at a Career Center
Yes	The district makes available copies of the LDSS-2921 (Common Application) at a Career Center
No	Other (described here):

- b. Described below is how the district coordinates with Career Center partners to provide services to the district's clients, including referral and information sharing mechanisms, or other collaboration such as participation on the local WIOA Business Services Team, etc.

The Career Center emails DSS a monthly calendar of events, classes, or job fairs. This information is utilized to refer clients to the applicable jobs, workshops, resume writing, or work sites. Information regarding the Career Center is provided to clients during job search enrollment, during orientation, and during client interviews. LDSS also attends WIOA meetings to keep up on referrals and current information.

2. Orientation, Assessment and Employment Plan

2.1 Orientation (Reference 18 NYCRR 385.5)

- a. How does the district provide orientation (reply yes or no to the options as they apply)?

District Orientation Procedures

Yes or No:	District Orientation:
Yes	The district provides orientation in accordance with 18 NYCRR 385.5 and no additional information is provided at orientation.
No	In addition to the requirements outlined in 18 NYCRR 385.5 of the regulations, the district's orientation provides the following:

- b. Described below is how the district completes the required orientation for all applicants and recipients of TA at application and recertification. Orientation can be held in-person, either in a group setting, individually, or a combination of both. It can also be held virtually, over the phone, or by sending orientation material to the client by mail. Please include the orientation procedure for exempt individuals and non-exempt individuals, if different:

Orientation is completed in both group and individual settings, and is conducted by the Community Services Worker, Program Specialist, or Sr. Program Specialist. Orientation is completed after every TA application whether the individuals are exempt or not. At recertification the Program Specialist reiterates and reviews the orientation requirements for all individuals.

2.2 Temporary Assistance (TA) Employment Assessment

- a. How does the district conduct assessments as required by 18 NYCRR 385.6(a) and 385.7(a) (reply yes or no to the options as they apply)?

District Assessment Procedures

Yes or No:	How the district conducts assessments
No	The district enters assessments directly into WTWCMS.
Yes	The district uses the LDSS 4980 (New York State Assessment) and later enters information into WTWCMS.

Yes or No:	How the district conducts assessments
No	The district conducts assessments using a local equivalent tool, and later enters information into WTWCMS. If applicable, the local equivalent contains additional elements beyond what is required:

- b. Described below is the district procedure for the completion of an employment assessment, including when initial assessments are conducted and whether an assessment is conducted in-person, virtually by phone, or a combination of both:

After the Temporary Assistance case is opened, the Community Services Worker sends correspondence via WTWCMS to TANF and non-exempt Safety Net recipients with a scheduled appointment to complete the employment assessment and plan. The assessments are completed in a timely manner, 90 for households with dependent children in addition to 16-17 years olds that are not in school, 180 days for households without dependent children. The Community Services Worker then identifies barriers and strengths of each individual.

- c. Which district administrative unit or contractor is responsible for conducting assessments?

The Employment Unit of the Temporary Assistance Unit of the Department of Social Services. Each time an employment plan is created or updated; the client is provided a copy.

- d. Described below are the minimum qualifications of the employees conducting the assessment (refer to requirements listed in 18 NYCRR 385.6(c) and 385.7(c)):

At a minimum, provisional or permanent status of the Community Services Worker, Social Services Program Specialist, or Sr. Social Services Program Specialist.

- e. Are applicants in households with dependent children required to participate in completion of an employment assessment?

Yes

- f. Are applicants in households without dependent children required to participate in completion of an employment assessment?

Yes

- g. Are exempt adults in households without dependent children required to participate in completion of an employment assessment?

No

- h. How often and under what circumstances is the employment assessment updated?

The assessment is updated when the client's status changes from exempt to non-exempt, there is a change in circumstances, or at a minimum every six months.

2.3 TA Employment Planning (Reference 18 NYCRR 385.6 and 385.7)

- a. How does the district develop individual employment plans as required by 18 NYCRR 385.6(a) and 385.7(a) (reply yes or no to the options as they apply)?

District Employment Plan Procedures

Yes or No:	How the district develops employment plans
Yes	The district enters employment plans directly into WTCMS.
No	The district uses the LDSS-4987 (New York State Employment Plan) and later enters information into WTCMS.
No	The district develops individual employment plans using a local equivalent tool. If applicable, the local equivalent contains the following additional elements beyond what is required:

- b. Who develops the employment plan (reply yes or no to the options as the apply)?

District Employment Plan Development

Yes or No:	Who develops the districts employment plans
Yes	The same administrative unit or contractor that conducts employment assessments also develops employment plans.
No	A different administrative unit or contractor develops employment plans and the contractor's qualifications include:

- c. Described below is the district procedure for the completion of an individual's employment plan:

After the Temporary Assistance case is opened, the Community Services Worker sends correspondence via WTCMS to TANF, and non-exempt Safety Net recipients with a scheduled appointment to complete the employment assessment and plan. The plan is conducted in a timely manner, 90 days for households with dependent children in addition to 16 and 17-year-olds not in school, 180 days for households without dependent children. The Community Services Worker then identifies barriers and strengths for each individual.

- d. How often and under what circumstances is the employment plan updated?

The assessment is updated when the client's employment changes from exempt to non-exempt, there is a change in circumstances, or at minimum every six months. Each time a employment plan is created or updated, the client is provided a copy.

3. Engagement

3.1 Federal “Engaged in Work” Requirement (Reference 18 NYCRR 385.2 (f))

- a. Federal requirements state that parents or caretakers must be engaged in work as soon as the district determines they are ready, but no later than within 24 months of receiving federally funded assistance. The district’s definition of “Engaged in Work” is:

Compliance with assessment, employment planning, all activities included in the individual’s Employment/Self-Sufficiency plan, including any need to attend treatment/rehabilitation programs, or any of the work activities listed in Section 4.1. Also included is pursuit of other forms of income such as SSI and SSDI.

- b. Described below is additional information regarding the district’s “Engaged in Work” requirements:

Also included is pursuit of other forms of income such as SSI and SSD.

3.2 Strategies/Procedures for Accommodating Individuals with Limited English Proficiency

- a. Described below is how the district accommodates non-English speaking participants' access to employment activities and services:

Language Line in addition to a contract with Costillo Languages for interpretation and translation services.

3.3 Strategies/Procedures for Increasing Program Attendance

- a. Described below are the district policies and/or procedures used to reduce the number of times participants fail to participate in work activities. This includes absences with good cause:

Workers in the Temporary Assistance Unit will ensure that linkages, (such as childcare and transportation) are in place prior to participation to limit absenteeism. In addition, once engaged, phone calls are placed to the participant, in addition to the work site, to ensure underlining issues may be resolved minimizing absenteeism. Time sheets are received monthly and monitored for attendance.

3.4 Strategies/Procedures for Engaging Sanctioned TA Participants

- a. The following are strategies used to engage sanctioned participants. If a district uses one of the options, a description will be provided (reply yes or no to the options as they apply and provide a description for “yes” responses):

Strategies and Procedures for Engaging Sanctioned TA Participants

Yes or No:	Strategies and Procedures for Engaging Sanctioned TA Participants
No	Described here are the strategies the district uses to attempt to engage sanctioned participants as soon as they are sanctioned:
No	Described below are the strategies the district uses to attempt to engage sanctioned participants when the durational period of the sanction is completed:
Yes	Described below are the strategies the district uses to attempt to engage sanctioned participants during different times in the sanction period: During the sanction process, the Program Specialist and Community Services worker contacts the sanctioned individual via telephone to discuss their reasons for non-compliance. Consequences and supportive services are reinforced, as well as family responsibilities. If no progress is made, face-to-face contacts are attempted.

3.5 Strategies for Reducing the Need for TA

- a. Described below are the district’s strategies for reducing the need for TA:

Applicants are met with individually at which time they are advised of their options. A dialogue takes place, whereby all supportive services are discussed, giving the client a myriad of avenues to choose: such as full child support, daycare, EITC, SNAP, short-term diversion payments, CST and HEAP.

4. Work Activities

4.1 Allowable Work Activities

- a. Below is a list of activities available to individuals receiving Family Assistance (FA), Safety Net Assistance for households with dependent children (SNA Fam), Safety Net Assistance for households without dependent children (SNA Ind), and Supplemental Nutrition Assistance Program (SNAP) benefits. In the chart below, the case type is listed next to each activity available to it in the district.

Allowable Work Activities by Case Type

Activity and Definition	Case Type
Unsubsidized Employment – Full time or part time employment in the public or private sector that is not subsidized by TANF or any other public program (excluding employer tax credits). Unsubsidized employment includes self-employment and/or paid internships.	FA SNAFAM SNA SNAP

Activity and Definition	Case Type
<p>Work Experience – Unpaid work performed at a public or not-for-profit organization to enable a participant who has not obtained unsubsidized employment to improve his or her employability. Work experience provides participants with an opportunity to acquire training, knowledge, work habits, and work references necessary to obtain and retain employment. Participation in work experience includes training required for the participant to complete the work experience assignment. For example, an individual who is expected to provide clerical support in a government agency may be provided training to develop or refine filing and data entry skills as needed to perform the tasks required as part of the work activity assignment.</p>	FA SNAFAM SNA SNAP
<p>Job Search – The act of seeking or obtaining employment or preparing to seek or obtain employment and will include: looking for suitable job openings in a group or individual setting; making contact with potential employers; learning appropriate workplace expectations and behaviors in preparation for submitting job applications and interviewing; preparing and applying for, and/or interviewing for jobs and related activities.</p>	FA SNAFAM SNA SNAP
<p>Vocational Education – Vocational education is defined as an organized educational program that directly relates to the preparation of individuals for current or emerging occupations that require training up to a four-year degree. Vocational education does not generally include basic or remedial education or English as a Second Language (ESL) but may include work focused general education and language instruction that is a regular or integral part of a vocational education program. Social services districts are responsible for ensuring that any such remedial education or ESL is a regular part of the program for participants with similar skill sets as the TANF/SNA MOE client, is determined necessary by the program provider, and is limited in hours to less than one half of program participation. Vocational education programs include the completion of activities that provide individuals the knowledge and skills to perform a specific trade, occupation or vocation. Vocational education must be provided by an education or training organization.</p>	FA SNAFAM SNA SNAP
<p>Secondary School – Regular attendance in accordance with the requirements of the secondary school or a course of study at a secondary school or other State accredited institution leading to a high school equivalence (HSE) diploma, in the case of a recipient who has not completed secondary school or received a certificate of general equivalence. Secondary school participation may include general adult basic education or ESL if it is linked to attending secondary school or leading to a HSE diploma as determined necessary by the educational institution. Secondary School or HSE programs that routinely include ESL, career training, alternative school, tutoring, dropout prevention, teen pregnancy or parenting programs as a requirement of program participation as determined by the educational institution will also be permitted.</p>	FA SNAFAM SNA SNAP

Activity and Definition	Case Type
<p>Job Skills Training – Training or education in job skills to improve a participant’s employability, to ensure clients have the basic skills competencies required by employers to support job entry and/or to advance or adapt to the changing demands of the workplace. Where identified as needed, such training may include the development of basic workplace skills including professional workplace behaviors and decision-making skills. Job skills training may include customized or technical training designed to provide participants with additional workplace skills, post-secondary education courses leading to a bachelor’s or other advanced degree, or other training included under the definition of vocational education training. Job skills training may include literacy instruction, English language instruction, or other basic education for an individual who has already obtained a high school diploma or equivalency when determined from a client’s assessment that such instruction is needed to improve the participant’s employability.</p>	<p>FA SNAFAM SNA SNAP</p>
<p>Education Training – Education directly related to employment for a recipient who has not received a high school diploma or equivalency must be related to a specific occupation, job or job offer or otherwise determined based on a client assessment as necessary to improve the participant’s employability to support job entry, retention or advancement. Education directly related to employment may include courses designed to provide the knowledge and skills for general or specific occupations or work settings to ensure clients have the basic skills competencies required by employers and may also include Adult Basic Education (ABE), ESL instruction and education leading to a high school equivalency diploma as determined as necessary to improve the participant’s job opportunities in potential occupations. Where identified as needed such training may include the development of basic workplace skills including professional workplace behaviors and decision-making skills.</p>	<p>FA SNAFAM SNA SNAP</p>
<p>Job Readiness Training (JRT) Activities – Participation in programs that include seeking and preparing for work. JRT includes two types of activities: (1) traditional activities of resume preparation, training in interviewing skills, and instruction in workplace expectations, training in effective job seeking, including life skills training; and (2) activities that improve an individual’s employability, such as substance abuse treatment, mental health treatment, or rehabilitation activities in which a qualified medical or mental health professional has certified that such treatment is necessary.</p>	<p>FA SNAFAM SNA SNAP</p>
<p>Subsidized Private Sector Employment – Employment in the private sector for which the employer receives a subsidy from TANF or other public funds (excluding tax credits) to offset some or all of the wages and costs of employing and training a recipient in accordance with New York State Social Services Law 336-f. Subsidized private sector employment will include positions subsidized through grant diversion/Transitional Employment Advancement Program (TEAP), supported employment programs, and paid college work study programs at private institutions. Individuals participating in subsidized private sector employment are paid wages and receive the same benefits as unsubsidized employees who perform similar work. An employment situation will be subsidized for up to the full amount of wages/benefits provided to the program participant and will be subsidized for the length of time as determined appropriate by the State or social services district.</p>	<p>FA</p>

Activity and Definition	Case Type
<p>Subsidized Public Sector Employment – Employment in the public sector for which the employer receives a subsidy from TANF or other public funds (excluding tax credits) to offset some or all of the wages and costs of employing and training a recipient in accordance with New York State Social Services Law 336-e. Subsidized public sector employment will include positions subsidized through grant diversion/TEAP, supported employment programs, and paid college work study programs at public institutions. Individuals participating in subsidized public sector employment, and work study unless otherwise permitted under a federal work study program, are paid wages and receive the same benefits as unsubsidized employees who perform similar work. An employment situation will be subsidized for up to the full amount of wages/benefits provided to the program participant and will be subsidized for the length of time as determined appropriate by the State or social services district.</p>	N/A
<p>Community Service – A structured program in which participants perform work for the direct benefit of the community under the auspices of public or nonprofit organizations. Community service placements must be projects that serve a useful community purpose in fields such as health, social services, environmental protection, education, urban and rural redevelopment, welfare, public recreation, public facilities, public safety, and childcare. Community service programs are designed to improve the employability of participants not otherwise able to obtain unsubsidized employment. Participation in community service may include training that is directly required for the participant to complete the community service assignment. For example, an individual who is expected to provide clerical support to a food pantry may be provided training to develop or refine filing and data entry skills.</p>	FA SNAFAM SNA SNAP
<p>Provision of Childcare for Individual Participating in Community Service – Providing unpaid childcare to enable another TA (TANF/SNA MOE funded) recipient to participate in a community service program.</p>	FA SNAFAM SNA SNAP
<p>SNAP E&T Supervised Job Search – The act of seeking or obtaining employment through a job search that is directly supervised and may include: case management services, career exploration, interview preparation, job application assistance, learning appropriate workplace expectations and behaviors in preparation for submitting job applications and interviewing, job leads, and direct job referrals.</p>	N/A
<p>On-the-Job-Training (OJT) – Training in a public or private sector employment setting during which the participant receives work-essential paid training while he or she is engaged in productive work that provides the knowledge and skills essential to attain full and adequate performance of the job.</p>	N/A
<p>Other – Any work activity that does not meet the criteria of any of the above countable activities constitutes participation that is not countable toward federal and State participation rates.</p>	FA SNAFAM SNA

4.2 Job Development

- a. Does the district conduct or access job development services to expand job opportunities for TA and SNAP participants?

Yes

How does the district participate in job development activities (reply yes or no to the options as they apply)?

How the District Participates in Job Development Activities

Yes or No:	How the district participates in job development activities
Yes	District staff contacts employers to solicit jobs for TA and/or SNAP participants. Describe how this is done, including number of staff, frequency of contact, etc.: The LDSS has a good relationship with Temporary Employment Agencies that will conduct on-site applications or interviews. LDSS employment unit receives flyers when job fairs are in the area and direct referrals are made from there.
No	District contacts or has an agreement with another agency to contact employers and solicit jobs for TA and/or SNAP participants. Described here is how this is done, including number of staff, frequency of contacts, etc.: none

4.3 Training Approval and Activity Enrollment Policies (Reference 18 NYCRR 385.9)

- a. Described below is how the district identifies appropriate education program providers for services of Adult Basic Education (ABE), High School Equivalency (HSE) diploma preparation, and English Language Instruction that are available to clients whose assessment indicates such services would be an appropriate work activity assignment. Please ensure to include providers the district partners with for the provision of ABE, HSE, and English language instruction in Table 1 or Table 2 under section 1.2 of this Plan.

For ABE, HSE, and English Language, applicants and recipients are referred to Literacy West after their initial assessment for enrollment to their program. Literacy West completes an assessment to determine the most appropriate program for each person. The education programs offering Adult Basic Education (ABE), High School Equivalency (HSE) diploma preparation, and English Language Instruction that accept referrals from our agency must be recognized by the NYS Education Department.

- b. Described below is how the district identifies appropriate program providers of Vocational Education and Job Skills Training programs that are available to clients whose assessment indicates such services would be an appropriate work activity assignment. Please ensure to include the current providers the district partners with for the provision of Vocational Education and Job Skills Training in Table 1 or Table 2 under section 1.2 of this Plan.

The education programs offering Vocational Education and JST that accept referrals from our agency must be recognized by the NYS Education Department.

- c. Described below are the district's process and guidelines workers follow to ensure that individuals who have not attained a basic literacy level and/or have not attained a high school diploma are offered the opportunity to participate in an educational activity. This includes individuals who are 18 and older and individuals aged 16 or 17 who are not attending secondary school or its equivalent.

Information on educational activities is relayed during the orientation process and again at the assessment stage to all individuals that do not have a high school diploma or GED. Individuals are given a referral at orientation to attend TABE testing. Once scores are received, individuals are placed in appropriate educational activities via a referral.

- d. Described below are the district's process and policy, including the guidelines workers follow, when determining whether participation in educational activities is approved for individuals who have not attained a high school diploma who are interested in participating in an educational activity. Include in this section instances when the district would deny participation in educational activities.

The district refers all individuals who express interest in this activity based on their assessment, aptitude, prior participation, or compliance with education activities availability of supportive services via a referral to various locations upon availability with the time, location, and hours of operation. The only time that individuals would be denied this activity is if locations are completely full and not accepting new participants.

- e. Described below is the district's process and policy for determining whether a participant is approved/assigned to participate in job skills or vocational education activities.
 - a. The individual's current ability to reasonably compete for jobs without additional training.
 - b. Attendance and satisfactory progress of evaluations from previously assigned work activities.
 - c. Prerequisite educational levels needed to be successful in the program.
 - d. The participant's readiness to seek employment after the training is completed. This readiness includes the availability of childcare and transportation.

- f. Described below are the standards by which education and training providers are evaluated.

Providers, such as all schools within the county, Genesee Community College and Genesee Valley BOCES are approved, as they are certified by State Education.

- g. Described below is the district's procedure for advising participants of approved training.

Information is relayed during the orientation process and during the one-on-one meetings with individuals at assessment.

- h. Described below is the district's procedure for notifying participants they are approved for training or enrollment in a work activity.

The participants are notified of approval for enrollment in a work activity both in writing and verbally.

- i. Described below is how the district will monitor the high school attendance for 16-18 year-olds in order for them to retain their TA exempt status.

Allowable attendance for teens shall be defined as each school's attendance policy, as set per State Education Department criteria. The agency sends a school verification letter every six months to monitor their attendance. The Community Services Worker receives monthly attendance reports for 18-year-old high school students.

- j. Described below is the district's procedure for ensuring that an individual's health related limitations are accommodated when assigning the individual to a work activity.

LDSS obtains a complete physical that lists the individual's limitations and ensures that any and all work activities are in compliance with health-related limitations by the Workplace Health organization. Notice of limitations, if any, are made in writing or via email, to the work-site supervisor. Work activities and worksites will be monitored periodically to ensure worksites and assigned work activities are responding to the participant's work limitations.

4.4 Post-Secondary Education Approval and Enrollment Policies

- a. Described below is the highest level of post-secondary level education that the district will approve as a work activity, up to a four-year college program (please ensure to include the current providers the districts partners with for the provision of post-secondary education programs in Table 1 or Table 2 under Section 1.2 of this plan):

The highest level of post-secondary education that LDSS approves is a four-year program. The district partners with Genesee Community College.

- b. In accordance with 18 NYCRR 385.9(b), regardless of whether the college program is approved for the participant as an employment work activity, the district will approve as a work activity a work-study, internship, externship or other work placement that is part of a non-graduate student's curriculum unless one or more of the following conditions applies as described below (reply yes or no to options as they apply):

Conditions For Disapproval of Work Activities For Individuals Enrolled in College

Yes or No:	Conditions for disapproval of work activity
Yes	It has been determined that the student voluntarily quit their job or reduced earnings to qualify for initial or increased TA.
Yes	A job or on-the-job training position that is comparable to the work-study, internship, externship or other work placement cannot reasonably be expected to exist in the private, public or not-for-profit sector.
Yes	The student is not maintaining a cumulative C average (or the equivalent). The district may disregard this provision if the student documents an undue hardship.
Yes	The institution or student fails to monitor and report information regarding the student's attendance and performance as required.
Yes	The student fails to progress toward the completion of a course of study without good cause, as determined by the district.

Yes or No:	Conditions for disapproval of work activity
Yes	The student has previously enrolled in work-study, internship, or other work placement and failed to complete the work placement without good cause as determined by the district.
No	Additional reasons as stated here:

5. Work Requirements

5.1 Meeting TA Work Requirements

- a. Described below is how the district plans to meet federal and State TA participation rate requirements. Included in this description is the weekly hours standard participation requirements for individuals in the different case and household types, along with the typical time period it takes for nonexempt individuals to be engaged in activities for both newly opened cases and individuals whose status changed from exempt to nonexempt. (Information regarding engaging exempt individuals is entered in Section 9).

Within seven business days of application, Temporary Assistance and Safety Net applicants are scheduled for Orientation, TABE testing, if applicable, Drug & Alcohol assessments, Workplace Health evaluations, (if they indicate they have some type of limitation), job search enrollment and child support. In addition, individuals that are non- exempt are given direct job referrals along with available job listings. Non-exempt individuals are required to make ten (10) job search contacts per week. Once the case is opened, the TA and SN recipients that are non-exempt are enrolled within ten days in work activities. The same time frame is also used for individuals who transition from exempt to non-exempt status. The LDSS advises TANF & SN households they may be required to complete up to 40 hours of work-related activities with WEP hours being limited to the monthly PA grant plus the Supplemental Nutrition Assistance Program (SNAP) allotment divided by the State or Federal minimum wage, whichever is higher. However, hours of participation are determined on a case-by-case basis as appropriate due to work limitations, child under 6 in the household or other case circumstances.

- b. Estimate the number of individuals expected to receive employment services for:

Number of Individuals Who Receive Employment Services

Household Type	Number Served
Households with Dependent Children Average Monthly	1
Households without Dependent Children Average Monthly	10

- c. Described below is how the district uses work participation management reports available through COGNOS or other reports and activities to monitor district progress toward meeting work participation requirements and ensuring full engagement by adults in work or work preparation activities:

Reports from COGNOS are run twice a month to monitor an individual's progress towards work participation requirements and ensuring full engagement by adults in work and/or work activities.

- d. Does the district assign TA applicants to Job Search? If yes, describe the district procedure for Job Search, including the required number of job search contacts and hours per week assigned. Use the "Additional Information" column in the chart below to describe how often individuals are generally required to report job search outcomes and if activities other than job search are routinely expected:

Yes

Applicant Job Search

Applicant Job Search	Min. Contacts	Min. Hours	Additional Information
TANF and SNA MOE	10	20	Applicants are required to complete a minimum of 20 hours weekly, with no fewer than 10 employer contacts per week along with time spent on other job search efforts, such as identifying potential employers, preparing and/or submitting resumes, employer follow-up letters, or reporting to job fairs. A client's job search log is utilized for tracking and direct job referrals are given. At the present time, applicants are returning every week on a one-on-one basis to review their job search logs and efforts. General information also presented at this time. Case management services are provided by referring individuals and families to other units within the Agency or other Departments within the Community to assist with other needs such as Job Readiness Training, interviewing skills, resume writing, pursuit of child support, childcare, and clothing for interviews or necessary to obtain employment.
SNA Individuals	10	20	Applicants are required to complete a minimum of 20 hours weekly, with no fewer than 10 employer contacts per week along with time spent on other job search efforts, such as identifying potential employers, preparing and/or submitting resumes, employer follow-up letters, or reporting to job fairs. A client's job search log is utilized for tracking and direct job referrals are given. At the present time, applicants are returning every week on a one-on-one basis to review their job search logs and efforts. General information also presented at this time. Case management services are provided by referring individuals and families to other units within the Agency or other Departments within the Community to assist with other needs such as Job Readiness Training, interviewing skills, resume writing,

Applicant Job Search	Min. Contacts	Min. Hours	Additional Information
			pursuit of child support, childcare, and clothing for interviews or necessary to obtain employment.

- e. Does the district assign TA recipients to Job Search? If yes, describe the district procedure for Job Search, including the required number of job search contacts and hours per week assigned. Include a description of how often individuals are generally required to report job search outcomes and if activities other than job search are routinely expected using the "Additional Information" column.

Yes

TA Recipient Job Search

Recipient Job Search	Min. Contacts	Min. Hours	Additional Information
TANF and SNA MOE	10	20	Recipients are required to complete a minimum of 20 hours weekly, with no fewer than 10 employer contacts per week along with time spent on other job search efforts, such as identifying potential employers, preparing and/or submitting resumes, employer follow-up letters, or reporting to job fairs. A client's job search log is utilized for tracking and direct job referrals are given. Ath the present time, recipients are returning every week on a one-on-one basis to review their job search logs and efforts. General information also presented at this time. Case management services are provided by referring individuals and families to other units within the Agency or other Departments within the Community to assist with other needs such as Job Readiness Training, interviewing skills, resume writing, pursuit of child support, childcare, and clothing for interviews or necessary to obtain employment.
SNA Individuals	10	20	Recipients are required to complete a minimum of 20 hours weekly, with no fewer than 10 employer contacts per week along with time spent on other job search efforts, such as identifying potential employers, preparing and/or submitting resumes, employer follow-up letters, or reporting to job fairs. A client's job search log is utilized for tracking and direct job referrals are given. Ath the present time, recipients are returning every week on a one-on-one basis to review their job search logs and efforts. General information also presented at this time. Case management services are provided by referring individuals and families to other units within the Agency or other Departments within the Community to assist with other needs such as Job Readiness Training, interviewing skills, resume writing, pursuit of child support, childcare, and clothing for interviews or necessary to obtain employment.

- f. Described below is the district’s process and policy used for determining whether participation in self-employment is approved as part of an individual's required work activities, including the guidelines workers follow. If the district always approves self-employment as part of an individual’s required work activities, please note this policy below:

If the district approves self-employment as part of an individual's work activity, the policy is: LDSS accepts all self-employment as eligible work activity, but each case is reviewed on a case-by-case basis to determine if the reported hours meet the eligibility criteria. If the hours are not sufficient to meet the individual's hourly participation requirements, the individual must participate in additional work activities. The Agency will allow the self-employed individuals six months to increase business income. After six months, if the self-employed individual is not earning income equal to minimum wage, they will be required to participate in additional work activities.

5.2 Informing SNAP Applicants and Recipients of Work Requirements

The district informs SNAP households where at least one member is subject to a work requirement of the applicable work rules at certification, recertification, and when a previously exempt household member or new household member becomes subject to work requirements. Notification is provided verbally and in writing.

- a. Described below is how SNAP applicants and recipients are informed in writing of SNAP work requirements (reply yes or no to options as they apply).

Written Information Provided to SNAP Applicants and Recipients

Yes or No:	How written information is provided to SNAP applicants and recipients
Yes	Eligibility staff use the LDSS-5193 <i>Important Information about SNAP Work Rules (General, Mandatory E&T, and ABAWD)</i> and the LDSS-5193A <i>Important Information about SNAP Work Rules (General and Mandatory E&T)</i> as appropriate.
No	Eligibility staff use a local equivalent consolidated work requirements notice to inform SNAP applicant and recipient households of their work requirements. Please attach a copy of the district’s OTDA approved local equivalent.

- b. Described below is the process eligibility staff follow to provide a comprehensive oral explanation to SNAP households of work requirements, including General SNAP Work Rules, Mandatory SNAP E&T, and ABAWD Rules which pertain to non-exempt individuals in the household.

LDSS verbally reviews the LDSS-4826C with the client at application, recertifications, and at the time of any reported changes in the household.

- c. Described below is how the district documents in the case record how the written information about SNAP work requirements was provided to the household (reply yes or no to options as they apply).

How the District Documents the Written Requirement in the Case Record

Yes or No:	How written information is provided to SNAP applicants and recipients
Yes	The district retains copies of all LDSS-5193/LDSS-5193A in the case record.
No	The district retains copies of local equivalent notices provided to the household in the case record.

- d. Described below is the district’s process for documenting in the case record how the oral explanation of SNAP work requirements was provided to the household (reply yes or no to options as they apply).

How the District Documents the Oral Requirement in the Case Record

Yes or No:	How oral information is provided to SNAP applicants and recipients
Yes	Eligibility staff complete the LDSS-4826C and retain a copy in the case record.
No	Eligibility staff use a locally developed oral explanation tool and retain a copy in the case record.
Yes	Eligibility staff document the case record through case notes/comments.

5.3 Meeting SNAP Work Requirements

- a. Described below is the extent to which the district requires NTA SNAP recipients to participate in SNAP E&T work activities. (Please note: Case management services must be provided to all participants enrolled in SNAP E&T activity):

NTA-SNAP recipients are not required to participate in SNAP E&T work activities. All NTA-SNAP individuals have the right to enter into job search activities on a voluntary basis.

- b. If the district is offering Supervised Job Search as an E&T activity component, describe below how the job search activity will be supervised and tracked, including the frequency of monitoring the participant’s job search efforts.

All supervised job search activities are verbally explained, and a job search log is given to the client if they voluntarily participate.

- c. If the district is not mandating SNAP E&T work activity assignments, please describe below how NTA SNAP work registrants are informed of the services available, upon request, for assistance with job search activities. (Please note: At a minimum, districts are required to offer job search assistance to NTA SNAP applicants and recipients):

All supervised job search activities are verbally explained, and a job search log is given to the client.

5.4 Advising Households of Employment and Training Services

At the time of recertification, non-exempt SNAP recipients who are members of certain TA/SNAP and NTA/SNAP households must be advised of the availability of employment and training services within the district and/or region. This requirement applies non-exempt recipients in households containing at least one adult, with no elderly or disabled individuals, and with no earned income at their last certification or required report.

- a. Described below is who the district provides information about employment and training services to (reply yes or no to the options as they apply):

Who the District Provides Employment and Training Services Information to

Yes or No:	Who the district provides employment and training services information to:
Yes	Required population only
Yes	Other groups described here: At the time of recertification, non-exempt individuals are advised verbally of the E&T services that may be available. If they are interested, job fair flyers, job opportunities, and referrals to Literacy West or JRT through the One Stop (Wyoming County Community Action) are provided.

- b. Described below is the method the district uses to advise SNAP recipients of available employment and training services at recertification (reply yes or no to the options as they apply):

How the District Provides Employment and Training Services Information

Yes or No:	How the district provides employment and training services information
Yes	Materials and information provided in print form
No	Materials and information provided on a website. Described here is how individuals are made aware the information is available on the website:
Yes	Material and information provided via email.

5.5 Provider Determinations

- a. Not every activity assignment/referral to training might be the right fit for every participant. As such, districts are required per federal regulations at 7 CFR 273.7(c)(18) to have procedures in place for when a provider/contractor determines an individual is not a good fit for a particular activity or program they are referred or assigned to. This is called the provider determination process. Described below is the district's process for provider determination, including the process for screening individuals prior to referral to a provider, how to communicate information related to provider determinations with the district, how workers communicate information related to provider determinations with the client, and documenting provider determinations.

The employment personnel work directly with all providers via telephone and/or email. All applicants and recipients are referred to providers based on the outcome of their assessment and capabilities. If a provider contacts the employment worker stating they are not a good fit, we ask they respond in writing within 10 days. Within the next 10 days, LDSS will contact the client with the provider's response and outcome explaining the reason the provider felt they were not a good fit. No sanctions will be initiated.

- b. Described below is the district process for informing providers of their authority and responsibility to determine if an individual is not a good fit for a particular activity or program.

LDSS meets with Literacy West and the One Stop on a yearly basis. Rules and regulations are explained and discussed, which would include the process they would go through if an issue or a concern evolved.

During the year both entities will contact LDSS if there are any issues or concerns.

- c. Described below is the district process for provider oversight to ensure that provider determinations are not unfair or used to discriminate against protected classes.

If any determinations are received, each referral will be reviewed as to the exact reason and will be evaluated for any unfairness or discrimination. If it appears that unfairness or discrimination may be at play, the provider will be contacted to investigate further.

6. Quality Assurance/Work Verification

6.1 Quality Assurance Process - Random Case Sampling

Consistent with New York State's approved Work Verification Plan (WVP), and in accordance with the requirements established by the United States Department of Health and Human Services, districts must develop a quality assurance plan to ensure that the data reported, from which their work participation rates are derived, are accurate. The plan must include the district's procedure for monitoring reported scheduled and actual attendance in paid employment and unpaid work activities and the controls in place to ensure that reported exemption statuses resulting in federal exclusions from the work participation rate calculation are accurately made, work eligible individuals are correctly identified, hours of attendance reported are accurate and documented, data entry is accurate and that the district and its providers adhere to the approved work activity definitions and the determination of countable

excused absences and holiday reporting within federal limits. Each district must maintain the documentation to verify what is being reported to NYS OTDA.

Each district must describe how it will conduct periodic self audits to determine that system entries are consistent with documentation in case files. The district must also explain how it will choose the sample size, select sample cases and establish the review period (no less frequently than semi-annually). The plan must indicate the district will maintain documentation on all pertinent findings produced through its self audit process and that case records for all reviewed cases will be available for State and other auditors in their review of the local work verification system for the standard 6 year period associated with such reviews.

The district will sample cases from each month within the (6 month) semi-annual period. The October to March review will be due by May 20th. The April to September review will be due by November 20th. The results of these audits will enable the district to identify policies, processes or cases that may need corrective action.

After each self audit is completed, the district must submit a summary of findings to OTDA A&QI at AQI.WV.SelfAudits@otda.ny.gov for State review including specific information on each of the errors identified. In addition, when monitoring reveals substantial problems, the district must describe the corrective action it will take.

The Quality Assurance (QA) plan must include the following elements:

- Ensure that documentation of wages and actual hours of employment is verified and accurately projected/reported and present in the case file, is actual and is projected correctly;
 - Ensure that the documentation for actual hours, supervision/attendance, excused absences, and holidays in other activities is present in the case file;
 - Assess whether participation in the work activities reported for work eligible individuals meets the approved federal definition for the activity;
 - Assess that the data entered into either WTWCMS, the Self-Sufficiency, Employment, Assessment and Management System (SEAMS) or other automated systems used for reporting work activities is accurate, including actual hours, excused absences and holidays; and is based on documentation in the case record; and
 - Ensure that documentation necessary to determine an individual to be exempt due to being the parent caretaker of a disabled household member (TA Employability Code 38 or 48), and/or parent or caretaker relative of a child in the household under 12 months of age, (TA Employability Code 31), is present in the case file and that individuals meet the exempt status based on the required documentation.
- a. Below is the number of random sample cases of participation in paid work activities the district will review semi-annually. Refer to the Instruction Guide for the minimum number of cases per district and guidance regarding review requirements.

- b. Below is the number of random sample cases of participation in unpaid work activities the district will review semi-annually. Refer to the Instruction Guide for the minimum number of cases per district and guidance regarding review requirements.

6

- c. Below is the number of random sample cases in which a case member is reported as an TA Employability Code 38 – “Parent needed in the home full time to care for an incapacitated/disabled household member” or TA Employability Code 48 – “Needed in the home to care for an incapacitated child full time – time limit exemption”. Refer to the Instruction Guide for the minimum number of cases per district and guidance regarding review requirements.

3

- d. Below is the number of random sample cases in which a case member is reported as an TA Employability Code 31 – “Parent or caretaker relative of a child under 12 months of age”. Refer to the Instruction Guide for the minimum number of cases per district and guidance regarding review requirements.

3

The district will review district worker or approved provider/vendor collected documentation and data entry of the above listed elements. The district will assess and verify that participation in the reported work activities listed above meet the State approved definition for the activity.

6.2 Use of Outside Providers/Vendors

- a. Does the district utilize outside providers/vendors to collect documentation and enter data directly into WTWCMS?

No

- b. If Yes, does the district’s provider/vendor documentation collection, data entry and management of WTWCMS follow the same process that would be used by the district worker?

N/A

- c. If No, describe below the process used:

N/A

7. Supportive Services

7.1 TA and Non-TA SNAP Applicants and Recipients in Work Activities Approved by the District

- a. The district must provide childcare in accordance with the childcare section of the district's Child and Family County Services Plan. The district will also provide the following expenses, which the district deems necessary for the individual to participate in orientation, assessment, employment planning, approved work activities and activities to restore self-sufficiency:

Transportation through reimbursement equal to the mileage rate the IRS permits as a tax deduction to/from medical/moving appointments (Publication 502) for private vehicles and/or bus passes; provision of vehicle repairs, licensure, insurance, or registration costs, tools, clothing or other special needs identified by the department to obtain or retain employment.

- b. Indicated below are the services the district will use to assist those participants who need transportation to and from an approved work activity site, including any applicable mileage reimbursement rate, and the method used by the district to arrive at that reimbursement rate. OTDA policy establishes a mileage reimbursement rate of no less than the IRS established rate for medical/moving purposes. In all instances, should the actual cost of transportation needed to participate in an assigned work activity exceed the reimbursement rate determined by the district, the district will reimburse for the actual costs based on reasonable documentation submitted by the work activity participant (reply yes or no to the options as they apply).

Transportation Services Provided to Clients

Yes or No:	Transportation Assistance Provided
Yes	Bus pass/token
No	Gas card/voucher
No	Mileage reimbursement at the IRS Business rate (effective 1/1/2023 is 65 cents per mile)
Yes	Mile reimbursement at the IRS Medical/Moving rate (effective 1/1/2023 is 22 cents per mile)
No	Other mileage rate (the methodology used to establish reimbursement rate is described here):

- c. OTDA policy establishes a distance not to exceed two miles as the maximum distance that the district can require a participant to walk to a work activity assignment or to access public transportation. Describe below the distance an individual may be required to walk, each way, to a work activity or to access public transportation:

The Agency looks at employers within the area the recipient or applicant resides; whereas they can walk up to two miles one way to walk, and/or access public transportation. Wyoming County is a rural district where weather and route conditions may be impacted.

Special considerations would be allowed for individuals with physical limitations, those with small children whereas walking would be a safety concern, or safety of the route itself.

- d. Described below are the services the district will provide to assist individuals at risk of needing TA to improve their opportunities for employment or to maintain their employment:

Transportation through reimbursement equal to the mileage rate the IRS permits as a tax deduction to/from medical/moving appointments (Publication 502) for private vehicles and/or bus passes; provision of vehicle repairs, licensure, insurance, or registration costs, tools, clothing or other special needs identified by the department to obtain or retain employment. All requests for supportive services are reviewed for reasonableness and cost effectiveness (for vehicle repairs, blue book values are reviewed and taken into consideration).

7.2 Post-Employment/Transitional Supportive Services

- a. Described below are the supports and strategies the district will provide to support job retention:

Transportation through reimbursement equal to the mileage rate the IRS permits as a tax deduction to/from medical/moving appointments (Publication 502) for private vehicles and/or bus passes; provision of vehicle repairs, licensure, insurance, or registration costs, tools, clothing or other special needs identified by the department to retain employment. All requests for supportive services are reviewed for reasonableness and cost effectiveness (for vehicle repairs, blue book values are reviewed and taken into consideration).

- b. Described below are the support services (for up to 90 days after case closing) the district will provide to individuals whose TA cases have closed due to employment:

The LDSS employment workers will make contact with a client for the minimum of 30 days whose case was closed due to employment. The district will offer case management, job coaching, dependent care assistance and transportation assistance. Each effort will be documented in the client's case notes.

7.3 Extended Support Services

- a. Described below are the support services the district will provide for individuals who are eligible under the TANF Services 200% of poverty eligibility guidelines. These services can be provided as long as funding is available (FFFS, etc.):

CST-services to obtain and retain employment ranging from payment for vehicle insurance, registration, and vehicle repairs.

8. Conciliation, Sanction and Dispute Resolution Procedures

8.1 Conciliation

- a. The district's conciliation process for TA applicants and recipients must be conducted in accordance with 18 NYCRR 385.11(a). Indicate below how conciliations are conducted (reply yes or no to the options as they apply).

How the District Conducts Conciliation for TA Applicants and Recipients

Yes or No:	How conciliation is conducted
Yes	In person
Yes	By phone
No	By mail

The districts process for conduction TA conciliations is described below:

A notice will be issued to the indicate a failure or a refusal to participate in an employment placement and/or work activity. The individual must respond in the allotted time frame of 10 days. If the individual fails to respond to conciliation notice within the required number of days, or if the district determines from the conciliation that the participants refusal, or failure to comply was willful and without good cause, the district will issue a 10-day notice to discontinue or impose a sanction.

- b. Who makes the TA good cause/willfulness determination (reply yes or no to the options as they apply)?

How the District Makes the Good Cause/Willfulness Determination for TA Applicants and Recipients

Yes or No:	Who makes the TA good cause/willfulness determination?
No	The client's employment worker
Yes	A supervisor in the district
No	A separate entity (described here):

- c. The district's conciliation process for SNAP applicants and recipients must be conducted in accordance with 18 NYCRR 385.11(d). Indicate below how conciliations are conducted (reply yes or not to the options as they apply).

How the District Conducts Conciliation for SNAP Applicants and Recipients

Yes or No:	How conciliation is conducted
Yes	In person
No	By phone
Yes	By mail

The district's process for conducting SNAP conciliations is described below:

When the recipient fails to comply with SNAP work requirements willfully and without good cause, the worker will send a LDSS-4230A, SNAP conciliation and option to avoid a sanction form notifying the recipient of non-compliance and requiring they contact the

Agency within 10 days to document good cause or an exemption from participation in SNAP work activities.

- d. Who makes the SNAP E&T good cause/willfulness determination (reply yes or no to the options as they apply)?

How the District Makes the Good Cause/Willfulness Determination for SNAP Applicants and Recipients

Yes or No:	Who makes the TA good cause/willfulness determination?
Yes	The client’s employment worker
Yes	A supervisor in the district
No	A separate entity (described here):

- e. Described below is the district’s procedure for engaging SNAP recipients in a work activity to demonstrate compliance to avoid a SNAP E&T related sanction:

When an individuals' failure to comply is determined to be both willful and without good cause, the individual may avoid a SNAP sanction by completing 5 job search contacts and returning a 5-day supervised job search log or a scheduled appointment to attend Literacy West. A Literacy West attendance sheet is relayed to the LDSS Employment Worker via the Literacy West career coordinator to verify whether the individual complied with the required activity or failed to appear.

8.2 Sanction

- a. Described below is the district’s procedure for determining compliance for those TA recipients who wish to end their employment sanction (18 NYCRR 385.12, 385.13), including the time period established for demonstrating compliance to the satisfaction of the district:

After a durational sanction has ended, a recipient may request to reengage in job activities and show compliance by completing the activity they failed to comply with. If it is a supervised job search, the recipient will have to complete 10 job contacts, which need to be completed within 7 calendar days. Temporary Assistance benefits will be restored retroactive to the date the individual indicated a willingness to comply, but no earlier than the minimum duration period.

- b. Describe below the district's procedure for determining compliance for those SNAP recipients who wish to end their employment sanction (18 NYCRR 385.12, 18 NYCRR 385.13), including the time period established for demonstrating compliance to the satisfaction of the district:

After a durational sanction has ended, a TA/SNAP recipient may request to reengage in job activities and show compliance by completing the activity they failed to comply with. If it is a supervised job search, the recipient will have to complete 10 job contacts, which need to be completed within 7 calendar days.

8.3 Dispute Resolution

- a. The district’s procedure for individuals who wish to dispute their work activity assignments, including individuals who dispute the district’s response to their request for health-related accommodations must be conducted in accordance with 18 NYCRR 385.11(c). Indicate below who mediates the grievance (reply yes or no to the options as they apply).

Grievance Mediation

Yes or No:	Who makes the TA good cause/willfulness determination?
No	An independent entity which has an agreement with the district.
No	Supervisory staff who are trained in mediation and who have no direct responsibility for the individual’s case.
Yes	Designated supervisory staff who have no direct responsibility for the individual’s case and who are not trained in mediation.

9. Disability Determinations, Documentation and Requirements of Exempt Individuals

9.1 Disability Determination Process and Tools

- a. The district’s process for determining an individual’s disabilities and/or work limitations must be in accordance with 18 NYCRR 385.2(d). Indicate below what the district’s process is for determining an individual’s disabilities and/or work limitations (reply yes or no to the options as they apply).

Process for Determining Disabilities and/or Work Limitations

Yes or No:	How the district determines an individual’s disabilities and/or work limitation
No	District participates in the OTDA managed contract for independent medical evaluations.
Yes	District contracts directly with a physician to provide independent medical evaluations.
Yes	District accepts physician’s statement provided by participant.
Yes	District accepts physician’s statement provided by participant but refers for an independent evaluation when deemed necessary.
Yes	Other process: All applicants and recipients that claim a disability or work limitations are allowed to submit information from their medical provider within 10 days of their Workplace Health physical to be used in consideration. However, the Workplace Health determination is the final determination regarding referral of individuals to employment activities.

- b. Described below is the district’s procedure for notifying an individual of their exempt or non-exempt determination whenever an individual alleges to be unable to participate, or the individual otherwise participates in the employability disability review, including when an individual is notified that their status changes from exempt to non-exempt:

If a client claims an exemption or work limitation, then LDSS sends the client a copy of their medical in addition to LDSS 4005 or the 4005a. When someone goes from exempt to non-exempt, a referral is initiated by the worker to the Employment worker who in turns sends a referral to the client to enroll in job activities.

- c. Described below is how the district notifies an individual of their exempt or non-exempt determination (reply yes or not to the options as they apply):

Process for Notifying an Individual of Their Exempt or Non-Exempt Status

Yes or No:	District’s process for reviewing medical documentation
Yes	The district sends the LDSS-4005 or LDSS-4005a and a retains a copy in the case record.
No	The district sends a local equivalent and retains a copy in the case record.

- d. Indicated below is the process for reviewing the medical documentation to determine if the individual is exempt, nonexempt, or work limited and describe the process by which the determination is made (reply yes or no to the options as they apply).

Process for Reviewing Medical Documentation

Yes or No:	District’s process for reviewing medical documentation
No	District directs the contracted physician or individual’s physician to determine status.
No	District review team reviews and determines status (described here):
Yes	Specialized disability/medical staff or unit reviews and determines status (described here):
Yes	Other process: All applicants and recipients that claim a disability and/or work limitations are allowed to submit information from their medical provider within 10 days of their Workplace Health physical, or before, but the Workplace Health determination is the final determination regarding referral of individuals to employment activities. Workplace Health determines an Individual’s work status for full or part-time employability in addition to determining if a client is able to work with or without restrictions or if they are able to work at all.

9.2 Mental Health Screening and Assessment

- a. In addition to screening for a disability as part of the application or disability determination process, does the district administer a screening tool for TA participants to help determine whether a referral for a mental health evaluation is warranted?

No

- b. Describe the district’s policy for determining when a program participant is offered a mental health screen:

N/A

- c. What screening tools does the district use (reply yes or no to the options as they apply)?

Screening Tools the District Uses

Yes or No:	Screening Tools
N/A	LDSS 5009 - Mental Health Screening Tool
N/A	The computer assisted version of the Modified Mini Screening tool (MMS)
N/A	Other Screening tool (described here):

- d. If using the MMS, indicate below the district’s cutoff score (7, 8 or 9) for referral to a mental health evaluation.

N/A

- e. Describe below the procedure the district uses if the screening tool warrants a mental health evaluation referral:

N/A

9.3 Requirements for Exempt TA Participants (Reference 18 NYCRR 385.2 (e))

- a. An exempt individual who has the potential to be restored to self-sufficiency through rehabilitation may be required to accept medical care to assist them in recovering from a mental or physical impairment, accept referral to and enrollment in a program of vocational rehabilitation, training, and/or other essential rehabilitation, and provide requested evidence that the individual is participating in the assigned program.

Described below is the district’s procedure for determining if an individual, who is unable to work due to mental or physical impairment, has the potential through treatment or other rehabilitative activities to improve the ability to work. This determination is different from the determination of the individual’s disability exemption as covered in Section 9.1 of this Plan. Indicate who makes or assists in this determination that an individual can restore or improve employability through treatment or other rehabilitative activities (e.g., medical practitioner, employment worker, TA worker, local review team, etc.). Also indicate the source and type of information used to make the determination (e.g., information from individual’s medical

practitioner, district contracted provider, specialist evaluation obtained as result of district referral, etc.).

Medical statements are reviewed by the Principal or Sr. Program Specialist to determine if individual's may be restored to self-sufficiency through rehabilitation. The individual would be required to provide information from their practitioner as to whether the client may be restored to self-sufficiency if the issue is mental health. If the issue is a physical condition, but through rehabilitation can be restored to self-sufficiency, the individual may be referred to the district's practitioner for an examination to determine whether the client may recover from the physical impairment. Under these circumstances the client must comply with medical recommendations. The treatment is then monitored by the Community Services Worker, or Program Specialist, or the Sr. and/or Principal Program Specialist to ensure the client is accepting/complying with the medical care necessary to improve his/her ability to work.

- b. Described below is the district's procedure for developing a treatment plan and for referring the participant to appropriate treatment, etc.

A treatment plan is incorporated into the individual's employment plan and is made in conjunction with the individual and any and all evaluations or services that they are involved in. A referral is sent via WTWCMS to the individual outlining appropriate treatment to restore the client to self-sufficiency.

- c. Described below is the district's procedure for tracking the participant's compliance with their treatment plan, including who in the district is responsible for monitoring compliance. Include elements such as monthly confirmation of attendance at rehabilitation or other factors to judge participation and progress, along with how often the treatment plan is updated.

The Agency is in contact with treatment providers on a monthly basis to monitor attendance and progress. One hundred percent of attendance is required, unless good cause is provided for an absence. Satisfactory progress will be tracked closely by the Department staff and will be based upon specific goals identified by the department staff and clients. The treatment plan is updated by the provider every six months or sooner if the need arises.

10. District Certification

10.1 Certification

As a condition of the receipt of federal and State funds the Local District Commissioner of Wyoming Department of Social Services submits this Temporary Assistance (TA) and Supplemental Nutrition Assistance Program (SNAP) Employment Plan (Plan) to the New York State Office of Temporary and Disability Assistance. The Plan outlines the administration of employment services for TA and SNAP applicants and recipients for the period January 1, 2024 through December 31, 2025. Submission of this Plan certifies that the district has read and accepts the terms of this certification and hereby affirms that employment services programs will be administered in accordance with all applicable federal and State policies, laws, regulations, and provisions of this Plan.

3/22/2024
Kimberley Barber
Commissioner