

**OWENS VALLEY CAREER DEVELOPMENT CENTER  
TRIBAL TANF PROGRAM**



# **TANF PLAN**

**FY: 20222025-20252028**

**TANF Plan**

**Amendment**

**5.17.23 12.18.2024**

# OWENS VALLEY CAREER DEVELOPMENT CENTER TRIBAL TANF PLAN

## I. OVDC PROGRAM MISSION

The Owens Valley Career Development Center (“OVDC”) is a Native American organization operating under a consortium of Sovereign Nations that promotes self-sufficiency through education, community enrichment and cultural empowerment. The approach of the Owens Valley Career Development Center Tribal TANF (“OVDC TT”) Program consists of a balance of services that promote work, responsibility and self-sufficiency for the families it serves. To meet this mission, the OVDC TT Program delivers services that support the following principles:

- Helping to create a system of independence not dependence.
- Supporting a system of empowerment, not one of enabling.
- Supporting a system that demands personal responsibility and accountability.
- Supporting a system that is participant and community-centered.

## II. TRIBAL TANF GOALS

The intent of the OVDC TT Program is to provide TANF assistance and services to eligible American Indian/Alaska Native (“AI/AN”) families that are in need of temporary and appropriate assistance and services. The overall objective of the OVDC TT program is to help the Native community become self-sufficient. The OVDC TT Program will utilize a trauma-informed care and growth mindset approach to provide intensive case management to help participants and develop activities that link participants with education and training opportunities that build toward self-sustaining employment on or off the reservation.

The OVDC TT Program will provide eligible parent(s) or caretaker participants with job preparation, work, and supportive services to prepare them to become self-sufficient and transition off of the Program. The OVDC TT Program will comply with all federal statutes and regulations governing Tribal TANF. It is the intent of OVDC that assistance shall be provided promptly with due regard for the preservation of family life.

The OVDC TT Program will identify, collect and measure progress on program outcomes related to the four purposes of TANF by collecting data that illustrates the impact and outcomes of services for eligible families and individuals on a regular basis.

### **Goals and Means for Measuring Progress on Outcomes**

- Promote self-sufficiency through strengthening the economic vitality of all TANF eligible adults by increasing participant competence and skills. Increase access to community resources to support AI/AN families by establishing partnerships with community organizations and resources that will increase outreach and referral opportunities that are specific to the needs of participants.
  - Progress on this goal will be measured monthly by maintaining the minimum Federally mandated work participation rate across all sites and by tracking completion of job skill-workshops.

- Increase the employment outcomes and economic mobility of AI/AN needy families through job training and skill development.
  - Progress on this goal will be measured by tracking the number of participants finding and maintaining employment, and by the number of participants who reach milestones such as educational degree attainment, certification, credential, or license attainment.
  - We will track participants who obtain employment, both while receiving cash assistance and when their TANF case closes. For those participants who elect to receive transitional support services for up to 24 months after case closure, they will also report information monthly, which may include wage or hours increases, promotions or job changes, and receipt of employee benefits.
  - We will track program reentries after exit with income.
  - We will track closed cases by reason for closure.
- To decrease risk factors in AI/AN youth by increasing engagement in pregnancy prevention activities so that they are better prepared for success in higher education, future employment, and interpersonal relationships.
  - Progress on this goal will be measured by monitoring the number of youth successfully engaged in programs, ~~data related to teen pregnancies in the service area and within the program,~~ youth academic progress (i.e., GPAs and school attendance), successful participation in employment training programs (i.e., those that complete programming and secure summer employment), and tracking of individual needs via case conferences and reports from referral sources.
- Strengthen families' (including care-taker relatives) capacity to care for, guide, and support their children by addressing family stabilization needs, and/or the formation and maintenance of two-parent families through participation in the program.
  - Progress on this goal will be measured by tracking and analyzing results of pre and post assessments related to participation in parenting curriculum, decreases in family risk factors (i.e., milestones noted in Family Self Sufficiency Plans), and reports and surveys from families which illustrate changes in a participant's perceived connections to community, traditions, culture and history.

### **III. DESIGNATED AGENCY**

The OVCDC is a Tribal consortium comprised of three tribes: Bishop Paiute, Big Pine Paiute, and Lone Pine Paiute-Shoshone. The consortium is governed by the Owens Valley Board of Trustees, whose members are representatives from each of the consortia member tribes. OVCDC is the lead agency and grantee and holds full responsibility for the administration of the grant. Bridgeport Indian Colony, Big Sandy Rancheria of Western Mono, Cold Springs Rancheria of Mono Indians, Fort Independence Indian Reservation, Santa Rosa Rancheria, Table Mountain Rancheria, Tejon Indian Tribe, Timbisha-Shoshone Tribe, Tule River Indian Tribe and Utu Utu Gwaitu Paiute Tribe of the Benton Paiute Reservation are federally recognized tribes who have agreed via Resolution to participate in the OVCDC Tribal TANF program, but who do not have

governing Board representation or affiliation; rather, each of the participating member tribes elects or appoints a representative to serve on the OVCDC TANF Advisory Committee, which provides ongoing feedback and input on program quality and service provision.

OVCDC is responsible for the administration of Tribal TANF assistance and support services in 14 offices located on 6 reservations and in 7 counties throughout California. While OVCDC maintains direct responsibility for the provision of TANF assistance and services at all sites, it has established MOUs with some OVCDC TANF partner Tribes to provide limited TANF Purpose 3 and 4 activities to eligible families who reside on the partner Tribe's reservation. In addition, agreements are maintained related to subsidized employment.

Partner Tribe Participants:

The following federally recognized Indian Tribes located in Fresno, Inyo, Kern, Kings, Mono and Tulare counties designate, by tribal resolution, the OVCDC as the lead agency responsible for the administration of the OVCDC Tribal TANF Program on behalf of the respective Tribes and their members:

- Big Pine Paiute Tribe of the Owens Valley
- Big Sandy Rancheria of Western Mono Indians
- Bishop Paiute Tribe
- Bridgeport Indian Colony
- Cold Springs Rancheria of Mono Indians
- Fort Independence Indian Reservation
- Lone Pine Paiute-Shoshone Tribe
- Santa Rosa Rancheria Tachi Tribe
- Table Mountain Rancheria
- Timbisha Shoshone Tribe
- Tejon Indian Tribe
- Tule River Indian Tribe
- Utu Utu Gwaitu Paiute Tribe of the Benton Paiute Reservation

**IV. PERIOD COVERED BY THE PLAN**

This plan covers the continued operation of the OVCDC Tribal TANF program for a three (3) year period beginning June 1, ~~2022-2025~~ to May 31, ~~2025~~2028.

## **V. SERVICE POPULATION**

The OVCD Tribal TANF program will provide Tribal TANF assistance and support services to all eligible members of federally recognized tribes, members of the California Judgment Roll, Alaska Natives, their descendants and families who reside in the off reservation areas of Inyo (BIA Designated Service Area for the Bishop Paiute Tribe) , Kern (BIA Designated Service Area for the Tejon Indian Tribe) , Tulare (BIA Designated Service Area for the Tule River Tribe), Fresno (Shared BIA Designated Service Area for Big Sandy Rancheria of Western Mono Indians), Kings (BIA Designated Service Area for Big Sandy Rancheria of Western Mono Indians), Mono (BIA Designated Service Area for the Bishop Paiute Tribe), and Ventura Counties, excluding all North Fork Rancheria tribal members residing in the off-reservation areas of Fresno County, with the following exception: as per agreement with the North Fork Rancheria, eligible families comprised of mixed tribal memberships (families with membership in both North Fork and other federally recognized tribes) who reside in Fresno County will be allowed to determine whether to participate in North Fork Rancheria Tribal TANF or the OVCD Tribal TANF Program.. The OVCD Tribal TANF Program will also provide Tribal TANF assistance and support services to eligible members of federally recognized tribes, the California Judgment Roll, Alaska Natives, and eligible members of the Big Pine Paiute Tribe of the Owens Valley, Big Sandy Rancheria of Western Mono Indians, Bishop Paiute Tribe, Bridgeport Indian Colony, Cold Springs Rancheria of Mono Indians, Fort Independence Indian Reservation, Lone Pine Paiute-Shoshone Tribe, Santa Rosa Rancheria Tachi-Yokut Tribe, Tejon, Table Mountain Rancheria, Timbisha Shoshone Tribe, Tule River Indian Tribe, and the Utu Utu Gwaitu Paiute Tribe of the Benton Paiute Reservation, their descendants, and families who reside on one of the aforementioned tribe’s reservations.

## **VI. SERVICE AREA**

The OVCD TT Program will provide Tribal TANF assistance and support services to all eligible members of the approved service population, their descendants and families who reside in the off- reservation areas of Inyo (BIA Designated Service Area for the Bishop Paiute Tribe), Kern (BIA Designated Service Area for the Tejon Indian Tribe), Tulare , (BIA Designated Service Area for the Tule River Tribe), Fresno (Shared BIA Designated Service Area for Big Sandy Rancheria of Western Mono Indians), Kings (BIA Designated Service Area for Big Sandy Rancheria of Western Mono Indians), Mono (BIA Designated Service Area for the Bishop Paiute Tribe), and Ventura Counties, and to all eligible members of the approved service population, their descendants and families who reside on the reservation or rancheria lands of the Big Pine Paiute Tribe of the Owens Valley, Big Sandy Rancheria of Western Mono Indians, Bishop Paiute Tribe, Bridgeport Indian Colony, Cold Springs Rancheria of Mono Indians, Fort Independence Indian Reservation, Lone Pine Paiute-Shoshone Tribe, Santa Rosa Rancheria Tachi-Yokut Tribe, Table Mountain Rancheria, Tejon Indian Tribe, Timbisha Shoshone Tribe, Tule River Indian Tribe, and the Utu Utu Gwaitu Paiute Tribe of the Benton Paiute.

## **VII. REVIEW AND COMMENT ON OVDC TRIBAL TANF PLAN**

The OVDC TT Program provided a 45-day public comment period on the Tribal Family Assistance Plan (“TFAP”) prior to the submission of the TFAP. The public comment period ran from February 1, ~~2022-2025~~ to March 18, ~~20222025~~; the plan was posted on the OVDC website, and announcements about the public comment period were provided on social media and in the Inyo Register, which explained how to access the plan and provide comment.

In addition, the public comment period included public presentations to participants and stakeholders and individual presentations to our tribal partners, if requested.

The OVDC TT Program held a series of three public hearings to obtain feedback and input from participants, the community, tribal members, and local stakeholders, and to allow them to review the Plan. These public hearings occurred ~~virtually~~ on the following dates:

- ~~January 28, 2022~~ December 19, 2024
- ~~February 15, 2022~~ January 16, 2025
- ~~February 28, 2022~~ January 30, 2025

The OVDC TT Program extended an invitation to meet individually (virtually) with Tribal Councils of our respective partner tribes to solicit feedback and comments regarding our Tribal Family Assistance Plan (“TFAP”). For Tribes where it wasn’t feasible to meet individually, we gathered feedback via email. Below is a list of dates of individual meetings that occurred with partner tribes:

- ~~February 4, 2022 Big Sandy Rancheria of Western Mono Indians~~
- ~~February 22, 2022 Big Pine Paiute Tribe of the Owens Valley~~
- ~~March 7, 2022 Tejon Indian Tribe~~

## **VIII. ELIGIBILITY FOR TANF ASSISTANCE AND SERVICES**

Eligibility for OVDC TT Program assistance and services is as established in the Tribe's approved Tribal TANF Plan. Only needy families, as defined in the TANF plan may receive (a) any form of federal or State Maintenance of Effort (“MOE”) funded "assistance" (as defined at 45 CFR 286.10); or (b) any benefits or services pursuant to TANF purposes 1 or 2, regardless of the purpose served. "Needy" means financially disadvantaged, according to income and resource (if applicable) criteria established in the TANF plan by the OVDC TT, to receive the particular "assistance" benefit or service. The OVDC TT may use segregated federal TANF funds to provide services that do not constitute "assistance" (as defined at 45 CFR 286.10) to individuals and family members who are not financially disadvantaged but who need the kinds of services that meet TANF Purposes 3 or 4. Objective criteria will be used and applied to establish eligibility for participation in these services and activities. Unless the State instructs otherwise, the OVDC TT Program may also use MOE funds to pay for non-assistance, pro-family activities for individuals or family members, regardless of financial need.

## **IX. NEEDY AMERICAN INDIAN/ALASKA NATIVE FAMILIES**

The OVCDCTT Program shall define eligible needy American Indian/Alaska Native families as those families with total family income equal to, or less than 200% of the federal poverty guideline for receipt of assistance.

The OVCDCTT Program shall define an eligible American Indian/Alaska Native family as one comprised of biological children, step-children, adopted children, or relative children (including non- American Indian/Alaska Native) up to the age of 18 living with an eligible adult. At least one member of every family must be American Indian/Alaska Native. The term American Indian/Alaska Native shall be defined as members or descendants of federally recognized Tribes, members or descendants of the California Indian Judgment Roll, or Alaska Native. In addition, eligible American Indian/Alaska Native families must possess one or more of the following characteristics:

- AI/AN/non-AI/AN single parent with eligible Indian child(ren), or;
- AI/AN single, pregnant parent (any point in the pregnancy), or;
- AI/AN/non-AI/AN two-parent families with eligible children, or;
- AI/AN/non-AI/AN non-needy caretaker with eligible child(ren); must be related by blood, tribal culture or tradition, or by legally conferred guardianship from a tribal, federal or state court, or;
- AI/AN/non-AI/AN needy caretaker with eligible child(ren); must be related by blood, tribal culture or tradition, or by legally conferred guardianship from a tribal, federal or state court.

## **X. ELIGIBLE AMERICAN INDIAN/ALASKA NATIVE FAMILIES MOVING INTO THE SERVICE AREA**

All eligible American Indian/Alaska Native families moving into the approved service area will receive the same amount of cash assistance and/or support services as current OVCDCTT Tribal TANF program participants who reside in the same region of the service area.

## **XI. TRIBAL TANF ASSISTANCE**

The OVCDCTT Program will provide eligible needy families with monthly assistance as defined at 45 CFR Part 286 in the form of cash, checks, payments, vouchers, and other forms of benefits designed to meet family's ongoing basic needs, such as food, clothing, shelter, utilities, household goods, personal care items and general incidental expenses.

This may include childcare and transportation assistance for those TANF participants who are engaged in approved work activities but are not yet employed. Participants must engage in the development and implementation of a Family Self Sufficiency Plan ("FSSP") to assist in reaching their goals to self-sufficiency and transitioning off of government assistance.



## **XII. VARIANCE ACROSS SERVICE AREA**

The OVCD T Program will provide cash assistance and related services to all eligible American Indian/Alaska Native families in an equitable and fair method.

In order to accommodate for higher costs of living in some counties in the approved service area, maximum monthly assistance grant amounts may be higher in those counties with documented higher costs of living. Maximum monthly assistance grant amounts will be regularly reviewed and evaluated to ensure reasonableness and equity, and all monthly assistance schedules will be approved by the OVBT.

## **XIII. SUPPORTIVE SERVICES**

The OVCD T Program may provide the following supportive services to TANF assistance-eligible families and will be conducted within the regulatory guidelines and/or limits.

- A) Justifiable job related or educational costs including but not limited to books, uniforms, tuition, educational supplies, work related clothing or other costs related to employment, employment training, or education.
- B) Referral and support for domestic violence services such as counseling, domestic violence shelter.
- C) Culturally relevant support services and educational activities that promote self-identity/self-esteem and family formation, and which contribute to improved executive function, integrity, and employability.
- D) Child care costs for participants engaged in approved work activities as identified in the FSSP.
- E) Transportation costs for participants engaged in approved work activities as identified in the FSSP.
- F) Teen pregnancy prevention education and educational services (tutoring, mentorship, counseling/assessment referral(s)).
- G) Non-medical substance abuse services, non-medical mental health services, and other non-medical services that remove barrier(s) to employment and are not covered by Medi-Cal, insurance, IHS, State, or Tribal Medical service programs.
- H) Marriage Incentive: OVCD cash-assisted program participants may receive a onetime marriage incentive, for successful completion of marriage education and counseling program. This incentive is intended to encourage the formation of two-parent families, and will be exempted as an available asset or resource, as funds permit, and within regulatory guidelines and or limits.
- I) A once in a lifetime payment of up to \$5,000 toward undergraduate education loans that are in default and creating barriers to education or employment.
- J) A one-time payment of up to \$5,000 toward traffic related fine(s), as a barrier removal activity to assist a participant in obtaining a driver's license. This payment is limited to once in a lifetime, as funds permit.



- K) Extended Case Management (“ECM”) (transitional services): The OVDC TT Program will provide supportive services to families who are no longer eligible for Tribal TANF because of a mix of earned and unearned income, to assist the family in transitioning off of TANF assistance and maintaining employment. ECM may be approved when an employed adult in a TANF family assistance unit needs a particular benefit to retain their paid job or to increase their skill set to be eligible for a promotion and/or wage increase. Extended case management benefits may include child care, transportation costs, and employment-related expenses such as uniforms, licensing fees, and tools related to maintaining employment. ECM is limited to a maximum of 24 months or 300% FPL, whichever comes first. Participants may qualify for the ECM program for up to 24 months over their lifetime, provided their income remains below 300% of the federal poverty level.
- L) Educational Incentive(s): Cash-aided parents who successfully complete high school or GED, and aided-parents who complete a 2–4-year degree, may receive a cash incentive award. Aided youth who complete high school or a GED may receive a cash incentive, as funds permit.
- M) School Clothing Allowance for Children: School aged children in cash-assisted TANF families (grades pre-Kindergarten-12) will be eligible to receive a clothing allowance twice per year, ~~1) at the start of the school year with proof of enrollment; 2) if they maintain at least a 2.0 GPA and consistent attendance, as an educational incentive.~~ Additional funding may be authorized for children dependent upon severity of weather in their specific regional area, as funds permit.
- N) OVDC may pay tuition/costs of vocational education/career pathways programs designed to provide the technical skills and information required to perform a specific job or group of jobs, and on-the-job training.
- O) Short term housing and transportation assistance for up to three months to attend certified training programs that are reasonably calculated to lead to employment.
- P) May provide non-cash education or training support services to a non-custodial parent of an eligible Tribal TANF family to improve the non-custodial parent’s capacity to support their children.
- Q) Home safety funds for needs recommended by a Family Advocate Case Counselor and/or OVDC assigned staff, after completion of a home visit. Items may include, but are not limited to: smoke/carbon monoxide detectors, child safety plugs, bed/bedding, etc. Home safety funds exclude home repairs, construction costs and major appliances. This supportive service may be provided as funds are available and once per lifetime.
- R) Will help pay for Qualified Expert Witnesses and attorney fees for Tribal TANF caretaker relatives seeking probate guardianship for a relative child under the Indian Child Welfare Act (ICWA). TANF funds will only be used for this purpose in the event other funding for the same purpose is not available through another federal/state source.

#### **XIV. NON-RECURRING SHORT-TERM BENEFITS**

Non-recurring, short term emergency benefits may be provided to eligible needy American Indian/Alaska Native families to meet extraordinary needs that arise from an emergency, crisis situation or an episode of need beyond those intended to be covered by regular monthly assistance and/or supportive services.

As provided through 45 CFR 286.10(b)(1), non-recurring short-term benefits must meet the following criteria:

1. Designed to deal with a specific crisis situation (such as government declared disasters, mandatory evacuation, etc.) or episode of need.
2. Are not intended to meet recurrent or ongoing needs.
3. Non-recurring emergency assistance will not exceed 4 months from the start of the crisis situation.

There is lifetime limit of \$5,000.00 for non-recurring short-term benefits.

Total family income must be equal to or less than 300% of the Federal Poverty Guidelines to be eligible for receipt of non-recurring short-term benefits.

#### **XV. DIVERSION**

Diversion services are cash payments and/or services provided to families who: (1) are not currently receiving TANF assistance (from OVDC or other TANF Program); (2) are at risk of becoming dependent upon government assistance; (3) are in need of a one time or limited benefit to help them avoid becoming dependent on government assistance. OVDC may provide diversion services to families at risk of dependency on government assistance with a \$4,000.00 lifetime limit.

#### **XVI. INCOME AND EARNINGS**

The following earned and unearned income will be excluded (as income) for the purposes of determining eligibility and/or the calculation of monthly assistance grants:

- Income earned from temporary employment with the US Census Bureau.
- All Indian judgment funds or other disbursements that are excluded under federal law.
- All payments received under Universal Basic Income programs from being counted as income for the purposes of eligibility and/or the calculation of monthly assistance grants.
- Up to \$10,000 for payments allocated by Tribes through General Welfare distribution.

All eligible needy TANF participants' income (except the first \$600 plus 50% of each additional dollar of non-subsidized earnings), will be counted toward determining the participant's monthly assistance grant amount.

The total income/earnings (after deductions) shall not exceed the OVDC family grant amount.

## **XVII. RESOURCES AND ASSETS**

The OVDC TT Program's resource limit is \$10,000. Certain resources are excluded from the resource limit. Those include:

- The family's principal residence,
- One operating vehicle per working adult in each family unit,
- Individual Development Accounts (IDA) up to \$10,000,
- Real property located on an Indian Reservation,
- Tribal Burial funds.

Other excluded resources are the principal and interest of 401(K), 403(b) and 457 plan accounts, Individual Retirement Accounts ("IRAs"), 529 college savings plans, and Coverdell Educational Savings Accounts ("ESAs").

All other assets and resources (i.e., bank account balances minus deposited income in the month, other real property, mineral rights, stocks etc.) shall be considered as available resources to the needy family, including equity in other vehicles, and will be counted toward the resource limit.

## **XVIII. COORDINATING WITH OTHER PROGRAMS**

The OVDC TT Program will coordinate with other OVDC departments, Tribal service providers, and other social service-related agencies including but not limited to: Welfare to Work, Medi-Cal, Cal Fresh, [Child Support](#), Workforce Innovation and Opportunity Act ("WIOA") programs, childcare centers, Indian Education Centers, Tribal cultural programs, Early Head Start, Head Start, Vocational Education, and Indian Child Welfare Act programs to assist TANF participants in accessing and obtaining needed services. The OVDC TT Program will coordinate with the state, regional, and local high schools, and colleges to facilitate educational opportunities, and with local businesses and companies to provide employment opportunities.

## **XIX. CHILD CARE**

Assistance with child care will be provided to eligible OVDC TT Program cash-assisted families who are participating in approved Tribal Work Activities. Childcare may be provided by family members, (but not a parent of the child), other providers, or by state licensed childcare providers.

OVDC TT program may extend child care assistance for 24 months to those families who are transitioning off of Tribal TANF due to a combination of earned/unearned income, as an incentive and support for the adult to maintain employment and retain a

job. Child care will be paid for all children through the age of 12 while the parent or caretaker relative is participating in approved activities. Child care will be paid for disabled children through the age of 18 with verification from a physician declaring the need. Child care payment will be authorized when a caretaker is engaged in work participation activities. Child care rates will not exceed state regional market rate(s) with exceptions made on a case-by-case basis. \* See Extended Case Management in supportive services.

**XX. CONFIDENTIALITY STATEMENT**

The OVDC TT Program provides orientation to all staff at initial hire on what constitutes confidentiality and OVDC’s expectations of staff. OVDC requires all Tribal TANF staff to sign a statement indicating that they will maintain the confidentiality of all TANF applicants’ and/or participants; understand the participants right to complete and full confidentiality, and; understand that any violation of this right could result in immediate termination of their employment with OVDC.

**XXI. NON-DUPLICATION OF SERVICES**

All applicants will be required to sign the OVDC TT Program application certifying that they and their family members are not receiving assistance from another Tribal or State TANF program. Information will be shared with other Tribal and State TANF programs and agencies to verify non-duplication of TANF assistance and services. Social security numbers of Tribal TANF applicants may be shared with State and County welfare agencies to avoid duplication of services.

**XXII. EMPLOYMENT OPPORTUNITIES**

OVDC’s approved service areas are comprised of both isolated, rural areas and urban areas; thus, the challenges and opportunities related to employment are vastly different across the service area(s) and populations.

All of the Indian reservations included in OVDC’s approved service area are located in rural areas, with some being geographically isolated. There can be great distances between reservations and towns, and public transportation is sporadic, limited, and in some instances, not available at all.

The following chart identifies the unemployment rates for counties located in the OVDC service area:

Unemployment Rates Per County						
Inyo	Kern	Tulare	Fresno	Kings	Mono	Ventura
3.841%	7.877%	9.884%	7.37%	7.775%	4.244%	4.942%
* As reported on the Employment Development Department Labor Market Information Division on 2/15/22 12/11/24						

As illustrated in the chart above, Inyo, Kern, Tulare, Fresno, Kings, Mono, and Ventura Counties have reported unemployment rates ranging from 4.13.8-8.49.8% according to

the Employment Development Department Labor Market Information Division. Although these rates of unemployment in our service area have improved over the last 3 years, the barriers experienced by our participants continue to present challenges in their efforts to achieve self-sufficiency. For example, many of our partner Tribes have reported that 50% or more of their adult tribal members living on the Reservations or Rancherias are not employed. Additionally, ~~the effects of COVID-19 have resulted in job losses, school closures, and lost opportunities for on-the-job training experiences intended to prepare our participants for the workforce. Finally, our~~ participants now have to compete against a highly skilled workforce for limited available positions and with less hands-on experience.

In addition to the challenges presented by the widely varied employment opportunities and unemployment rates, many recipients lack the basic skills, knowledge, adequate training, and education necessary to obtain long-term employment. In order to address both the employment opportunity challenges and the challenges presented by the skill and knowledge limitations, OVDC will:

- Partner with workforce development organizations and businesses to secure employment for its recipients;
- Refer recipients to appropriate service providers to improve the recipient’s ability to be labor market competitive;
- Utilize Career Development Specialists ~~Employment Coordinators~~ to make contact with local governments, private businesses and training agencies to provide and enhance employment and training opportunities; and
- Provide eligible TANF program participant’s access to a Career Development Specialists ~~Employment Coordinator~~, to assist them with job search, interview skills, resume development, job preparation and readiness workshops, budgeting workshops, and job retention workshops in order to prepare for employment or employment training.

Current labor market data, gathered from the State of California Employment Development Department, recognizes (see Table 1. below) the following industries as the leaders in job creation and employment for the counties in our service area. This information will be regularly reviewed to determine appropriate changes in labor market focus for client career and job preparation as well as to be utilized by the Career Development Specialists ~~Employment Coordinators~~ to focus their efforts in cultivating relationships with industry leaders found within each specific service area.

**Table 1. Leading Employment Opportunities Per County**

Inyo	Mono	Kern	Tulare	Kings	Fresno	Ventura
Government	Leisure and Hospitality	Government	Government	Government	<u>Private Education and Health Services</u> <del>Trade Transportation and Utilities</del>	Trade, Transportation, and Utilities
Leisure and Hospitality	Government	Trade, Transportation, and Utilities	Trade, Transportation, and Utilities	<u>Private Education and Health Services</u> <del>Trade, Transportation, and Utilities</del>	<u>Trade, Transportation, and Utilities</u> <del>Educational and Health Services</del>	Education and Health Services
Trade, Transportation, and Utilities	Trade, Transportation and Utilities	<u>Private Education and Health Services</u>	<u>Private Educational and Health Services</u>	<u>Trade, Transportation, and Utilities</u> <del>Educational and Health Services</del>	Government	<u>Government Professional and Business Services</u>

### **XXIII. FISCAL ACCOUNTABILITY**

For each year in which the OVCDC TT Program receives or expends Federal TANF funds, OVCDC will comply with the fiscal accountability provision of section 5(F)(1) of the INDIAN SELF-DETERMINATION AND EDUCATION ASSISTANCE ACT (25 U.S.C. 5305 (f) (1), relating to the submission of a single-agency report required by chapter 75 OF TITLE 31, US CODE.

~~Administrative CAP-Costs: In accordance with 45 C.F.R. §286.50 (c) Annually, OVCDC applies a 25% rate is applied to Federal TANF direct expenditures, and a 15% rate is applied to State of California MOU Maintenance of Effort (MOE) expenditures to cover administrative costs including indirect costs-expenditures.~~

### **XXIV. TRIBAL WORK ACTIVITIES**

All activities shall include reasonable transportation time to and from the approved work activity. Due to a variety of factors, which may include a participant living in a rural, remote area that is not close to available childcare and/or the location of their work participation activity, or limited availability of public transportation, ***reasonable transportation time*** is defined as the amount of time a participant will use traveling from their residence to and from an approved work activity which may or may not include the additional time used transporting their child(ren) to and from their respective child care provider(s); reasonable transportation time will not exceed a total of one hour per day each way. The inclusion of transportation time as part of the countable work hours is directly related to assisting clients in navigating the unique barriers present in the rural reservation and rancheria areas, such as limited job opportunities, lack of child care providers that prevents individuals from seeking job opportunities, minimal access to educational/vocational resources, low level of work experience opportunities, etc. By allowing the participants to count the travel time to transport children to child care and continue their longer than normal commute into town for work or educational related activities, OVCDC is temporarily providing support for participants to build skills and resources necessary to navigate these barriers by the time they leave the program, as aligned with the TANF objectives of promoting job preparation.

In consideration of the geographic/demographic variances of the seven-county service area, reasonable transportation time counted towards a participant's work requirement will be determined by the assigned Family Advocate, based on the individual's circumstances with regards to the area in which they reside, and the following additional factors: Limitations in personal transportation,

- Availability of public transportation,
- Rural locations of Reservations and Rancherias,
- Proximity to the activity/service, and



- Mode of transportation to be used.

Participation in any one activity or a combination of approved activities outlined in this plan shall count towards fulfilling the work participation requirement. Each of these identified activities are intended to provide participants with increased access to community resources and equip participants with the skills, knowledge, and experience necessary to end the dependence of needy parents on government assistance by promoting education, job preparation, and work. All of the work activities listed below align with the opportunities in our service area with the support of Owens Valley Career Development Center and are consistent with the purposes of TANF. A majority of a participant's countable hours must be directly related to employability skills. Therefore, the total of all countable hours resulting from personal/family development activities (i.e., family stabilization, executive functioning) will not exceed fifteen (15) percent of the participant's total countable hours, excluding travel time.

- 1) Subsidized employment
- 2) Unsubsidized employment
- 3) Participation in a "NEW" (Native Employment Works) activity
- 4) Work experience
- 5) On the job training
- 6) Job search/job readiness assistance and basic skill development as per 45 CFR 286.105(b) and (c).
- 7) Participation in approved volunteer community service activities
- 8) Post-secondary/vocational educational training
- 9) Job skills training directly related to employment
- 10) Education directly related to employment
- 11) Satisfactory attendance in secondary school or in a course of study leading to a certificate of general equivalence, in the case of a recipient who has not completed secondary school or received such a certificate
- 12) The provision of childcare services for the child of a TANF participant.
- 13) Domestic violence, substance abuse and behavioral health counseling, education and rehabilitation to decrease barriers to employment; total countable hours to be determined in conjunction with the direct service provider. Those unable to join the workforce will be referred to appropriate external resources (i.e., SSI). Approval of these services as countable work hours is limited and is re-evaluated every four months.
- 14) Microenterprise and/or small business training
- 15) Executive Functioning/life skills training/education
- 16) Culturally relevant work activities, reasonably calculated to lead to self-sufficiency.
- 17) Participation in a Career Pathways program or apprenticeship/internship/externship.

Family stabilization activities (as identified through a family needs assessment) that result in family strengthening and barrier removal, and that support the adults in the family unit to successfully focus on and achieve employment and educational goals and



objectives. Activities include classes on healthy lifestyle choices, healthy relationship building, and enhancing parenting skills for self and family.

**XXV. MANDATORY WORK REQUIREMENTS**

OVCDC agrees to satisfy the following minimum participation rates as established by the OVCDC Tribal TANF program and as consistent with economic conditions and resources.

**WORK PARTICIPATION RATES (WPR)**

ALL FAMILIES (Except non-needy caretaker)

FEDERAL FISCAL YEAR	MINIMUM PARTICIPATION RATE
FY 202 <del>5</del> <sup>2</sup> -FY 202 <del>8</del> <sup>5</sup>	
(Oct. 1, 202 <del>5</del> <sup>2</sup> – Sept. 30, 202 <del>8</del> <sup>5</sup> )	36%

**WEEKLY WORK HOUR REQUIREMENTS**

FEDERAL FISCAL YEAR	MINIMUM NUMBER
HOURS/WEEK	
FY 202 <del>5</del> <sup>2</sup> -FY 202 <del>8</del> <sup>5</sup>	
Oct. 1, 202 <del>5</del> <sup>2</sup> – Sept. 30, 202 <del>8</del> <sup>5</sup>	
Single Parent Family	28
Two Parent Family	32

Only one adult in a two-parent family will be required to participate in a work activity for the minimum number of hours per week listed above (The OVCDC TT Program will allow either one or both parents to participate in the work activity to meet the minimum requirements, and the work hours of both parents can be combined).

A single parent with a child under one year of age shall be exempt from any work requirement.

**XXVI. GOOD CAUSE EXEMPTIONS AND TRIBAL OPTION EXEMPTIONS**

The OVCDC TT Program may temporarily exempt TANF participants who have good cause from the work participation requirements. Participants who fail to meet work

participation requirements or who refuse to participate in required work activities due to good cause, will not be subject to penalties or sanctioned. Good cause is a condition or circumstance beyond the participant's control that impedes a participant's ability to work

for a short/temporary period of time. Examples of good cause include:

1. Temporary lack of accessible child care.
2. Temporary lack of transportation.
3. Temporary illness verified by a doctor or medical professional signature.
4. Extreme weather or natural calamities that temporarily prevent safe travel to or from work, training or approved activity.
5. A State of Emergency imposed by the federal/state/tribal government, which impedes a participant's ability to go to work or training.
6. Court appearances which conflict with scheduled work activities.
7. Single women in third trimester of pregnancy.
8. Other good cause exemptions may be provided to participants who are experiencing other temporary family crisis, tragedy, or circumstances beyond the participant's control that contribute to family or participant instability. These exemptions will be determined on a case-by-case basis with approval from the Case Counselor and Site Manager.

Additional Exemptions per Tribal Option:

In addition to good cause exemptions, OVDC, by Tribal Option, also will exempt participants from penalties or sanctions for failure to meet work participation requirements for the following reasons:

1. Full-time caretaker of a disabled child or adult immediate family members, as verified by medical professional.
2. Parent and needy caretakers that are 55 years of age. OVDC considers Tribal members reaching age 55 to be elders. In the American Indian/Alaska Native community, elders are considered deserving of deferential treatment. The meals on wheels program under title VI uses an age of 55 to qualify individuals for that program. In addition, American Indian/Alaska Native experience a shorter life expectancy rate than other Americans. These factors, as well as the lack of employment opportunities and transportation challenges in the service area, contribute to the adoption of this provision.

## **XXVII. LIMITATIONS AND SPECIAL RULES**

An individual shall be considered to be engaged in work by virtue of participating in any work activity specified in this plan.

As per 45 C.F.R. §286.105, the OVDC TT Program shall consider participation of the individual in a job search and job readiness assistance activity of 3 days during a week as a week of participation in the activity by the individual. An individual's job search and job readiness may only count toward work requirements for a total of 6 weeks in any fiscal year, unless such activities are an ancillary part of other work activities, then there is no limitation on counting the time spent in job search/job readiness. If the Tribe's unemployment rate in the Tribal TANF service area is at least 50 percent greater than the United States' total unemployment rate for that fiscal year, then an individual's participation in job search or job readiness assistance may count for up to 12 weeks in that fiscal year.

A teen head of household maintaining satisfactory school (high school, GED or college) attendance is considered to be meeting the work participation requirements.

Upon certification by a Family Advocate and approval of Program Management, OVDC will temporarily exempt victims of domestic violence from work participation requirements. A review of continued eligibility for this exemption will occur every 3 months for up to a maximum of 6 months.

The OVDC TT Program will not reduce or terminate assistance to an individual who is a single custodial parent caring for a child under age six (6), based on the parent's refusal or inability to engage in required work activity if he or she demonstrates an inability to obtain appropriate child care for one or more of the following reasons:

- (1) Appropriate childcare within a reasonable distance from the home or work site is unavailable;
- (2) Informal childcare by a relative or under other arrangements is unavailable or unsuitable; or
- (3) Appropriate and affordable formal childcare arrangements are unavailable.

These are further defined as:

- (1) **Appropriate childcare is defined as** informal care by a relative caregiver or other arrangement, licensed child care provider, license-exempt provider, or licensed child care center.
- (2) **Reasonable distance is defined as** the distance customarily traveled by a client engaged in work activities in accessing childcare. Determining reasonable distance takes into consideration the set of circumstances of the client, which may include factors such as the mode of transportation, the actual distance and average time it takes to travel that distance, client barriers such as physical disability, and other similar factors. The time needed to travel to the childcare provider from home or work would not exceed one hour each way.
- (3) **Unsuitability of informal care is defined as** care by one or more of the above referenced child care providers (or the setting for care), have been deemed not safe or “unsuitable” for the child by OVDC staff and the parent.
- (4) **Affordable childcare arrangements are defined as** childcare where the cost to the family does not exceed the regional market rates for childcare established by the State of California.

Eligibility for this exemption requires a signed justification statement from the participant as per the OVDC TT Program policies and procedures and within the limitations of 45 CFR 286.150.

## **XXVIII. TIME LIMITS**

The OVDC TT Program shall limit the time a family may receive Federal cash

assistance to a maximum of 60 months. The OVCDCTT Program is opting to use the maximum federal time limit due to the challenges and barriers many of our participants' face especially those located in rural and geographically isolated areas where education and employment opportunities remain limited. Once a family is ineligible to receive federally funded TANF assistance due to the federal time limit, the OVCDCTT Program may continue to provide assistance to the eligible children of the timed-out family using State Maintenance of Effort ("MOE") funds if funds are available and provided to the OVCDCTT Program by the State of California. Any family whose assistance is extended through State MOE funds will not be eligible for federally funded Supportive Services.

The OVCDCTT Program will not count towards the limit:

- 1) Any month of receipt of assistance (from any Tribal or State TANF Program) to a family that does not include an adult head-of-household.
- 2) Any month of receipt of assistance (from any Tribal or State TANF Program) by an adult during which the adult lived in Indian country or in an Alaskan Native Village in which at least 50 percent of the adults were not employed.

The OVCDCTT Program will count all prior months of TANF assistance funded with federal TANF block grant funds provided by any tribe or state, except for any month that was exempt or disregarded by statute, regulation, or under any experimental, pilot, or demonstration project approved under section 1115 of the Act.

## **XXVIX. HARDSHIP CASES-TIME LIMITS**

Hardships are conditions that create barriers or limit an individual's ability to maintain work or successfully enter into work activities due to extenuating circumstances beyond the participant's control that require additional time and support to address. The OVCDCTT Program will consider the following categories of hardships for exemption from the 60-month time limit on a case-by-case basis. Hardships are re-evaluated every six (6) months and require approval by the program (i.e., confirmation of single parent status) or appropriate professional (i.e., physician or licensed therapist). Hardships for which exemption may be granted include:

1. Individuals with significant physical, mental, and/or developmental disabilities as verified by a physician. OVCDCTT will work with the participant to secure appropriate long-term services such as SSI.
2. Single parents with 3 or more children under 6 years old.
3. Adults responsible for the full-time in-home care of a family member who is disabled or has a long term or significant illness as verified in writing by a physician. OVCDCTT will work with the family to connect to appropriate long-term programs that provide income for this service.
4. Victims of domestic violence.
5. Households where the adult(s) is 55 years of age or older.
6. Other hardship exemptions may be determined on a case-by-case basis for participants that are experiencing other family crisis, tragedy, or circumstances beyond the participant's control that contribute to family or participant instability.

These exemptions are approved on a case-by-case basis by the TANF Director.

The OVDC TT Program may exempt up to 20% of the total caseload from the 60-month time limit, for hardship.

### **XXX. PENALTIES AGAINST INDIVIDUALS –SANCTIONS**

If an individual in a family receiving assistance refuses to engage in work as required by the OVDC TT Program in the absence of good cause, the OVDC TT Program may reduce or terminate the amount of assistance otherwise payable to the family or may provide limited assistance for basic needs through a vendor payment system until the individual resumes work requirements.

Any individual that refuses to participate in substance abuse counseling when referred by the OVDC TT Program shall be placed on the vendor payment system. Continued refusal to participate may result in closure of the case. Decisions about the period of time for vendor payments and/or case closure will reflect the assessment of a mental health professional and is outlined in OVDC TT Program policy and procedures.

### **XXXI. APPEAL RIGHTS AND PROCESS**

During the application process, all individuals shall be advised of their right to appeal an adverse decision or sanction by the OVDC TT Program which results in a denial, reduction, or termination of assistance, services or being placed on the voucher system.

The OVDC TT Program will issue a notice of adverse action to individuals at risk of losing benefits ten (10) days before the action is set to begin. All appeals must be submitted in writing to the OVDC TANF Director's office within ten (10) days of receiving the notice. Once the appeal is received, it will first be addressed by the Site Manager. If the issue is not resolved at the site level, the appeal may be escalated to the TANF Director. If the participant is still unsatisfied, they may appeal the decision to the Executive Director and ultimately to the TANF Program Grievance Committee. The decision of the TANF Program Grievance Committee shall be final and binding.

~~The OVDC TT Program will provide individuals at risk of losing benefits a notice of adverse actions 10 days before said action will begin. All appeals must be in writing and submitted to the OVDC'S TANF Director within ten (10) days of receiving the notice. Upon receipt of the appeal, counted as day one, the TANF Director has thirty (30) days within which to notify the recipient of a decision in writing.~~

~~A final appeal of an adverse decision may be made by the participant within ten (10) days of receipt of the decision of the TANF Director. Such final appeal shall be directed to the OVDC Grievance Committee at which time the Committee shall schedule a hearing.~~

~~The time, date and place of the hearing shall be mutually convenient to the committee and the participant. Transportation costs may be provided if need is established. Upon receipt of the appeal, counted as day one, the Committee shall render a decision and notify the recipient in writing within 30 days. The decision of the Committee shall be final and binding. All appeal periods are in calendar days.~~

## XXXII. TRIBAL OPTIONS

The OVCDCTT Program has made the following decisions:

- 1) Will require all mandatory work participants to complete substance abuse testing as the initial activity after eligibility is determined. Random drug testing may be conducted with any caretaking adults in an assistance unit (including child only cases) regardless if they are mandated to meet work participation requirements (i.e., non-needy caretaker relatives); a positive test will require recipients to participate in substance abuse assessment and possibly attend counseling sessions or enroll in a rehabilitation program. OVCDCTT will continue Tribal TANF assistance to the family through a vendor payment system, protective payee payment or deny, reduce or terminate benefits until participant complies.
- 2) Will require all school age children in TANF cash-assisted families to attend school full time with regular attendance. Verification of enrollment and current status is required. Cash benefits will be reduced, until child(ren) return to school or attend regularly. Every school-aged child in a cash-assisted family who maintains a “C” average or better GPA may be eligible to receive a report card incentive, as outlined in OVCDCTT’s program policies and procedures, as funds permit.
- 3) Will disqualify individuals who have been convicted of welfare fraud for three (3) years. The three (3) year disqualification begins at the date of conviction.
- 4) Require proof that all non-school aged children in TANF assistance households are up to date on immunizations.
- 5) OVCDCTT may exempt parent and needy caretakers that are 55 years of age or older from the work participation requirement and/or the 60-month time limit. OVCDCTT considers Tribal members reaching age 55 to be elders. In the American Indian/Alaska Native community, elders are considered deserving of deferential treatment. The meals on wheels program under title VI uses an age of 55 to qualify individuals for that program. In addition, American Indian/Alaska Native experience a shorter life expectancy rate than other Americans. These factors, as well as the lack of employment opportunities and transportation challenges in the service area, contribute to the adoption of this provision.
- 6) Will continue to provide cash assistance to an eligible Tribal TANF family while a parent/needy caretaker is in an inpatient substance abuse treatment program for a maximum of 90 days.
- 7) Allow TANF cash aid participants to accumulate assets through a program of individual or family group development accounts (IDA), if implemented.
- 8) Provide a one-time incentive payment (equal to the participant’s maximum monthly cash assistance grant) for obtaining and retaining unsubsidized permanent employment following 60 days of successful employment, as funds permit. ~~TANF cash aid participants only.~~
- 9) Provide incentives for successful completion of pregnancy prevention and family formation activities. Incentives may include limited cash incentives (as noted in policies and procedures), materials for reinforced learning in the home, and certificates of completion on certifiable skills such as CPR/First Aid



Training, as funds permit.

- 10) Parent/caretaker will be provided with the option to cooperate with child support enforcement in order to obtain additional financial assistance for eligible children.
- 11) OVDCD TT Program will work with ICWA to provide support to TANF eligible families to enable the family to keep their child(ren) in their own homes. Services may include counseling, parenting classes, anger management, and other supportive services offered under the Tribal TANF program.

The OVDCD TT Program will provide TANF services to eligible Tribal members (that meet all of the OVDCD TT Program requirements) in an equitable and fair method and according to custom and traditions.

### **XXXIII. NON-ASSISTANCE/PREVENTION PROGRAM**

The OVDCD TT Program may provide non-assistance support services under TANF Purposes 3 and 4 to members of the approved service population who reside within the approved OVDCD TT Program service area. These individuals must have income at or below the 300% Federal Poverty Level and/or meet one or more of the following at-risk indicators to qualify for participation:

- 1) Living in a high crime rate area
- 2) Living on or near Reservation and Rancheria lands, or Indian Allotments
- 3) Previous involvement in the juvenile justice system
- 4) Attending a low performing school
- 5) Having documented learning challenges and/or poor academic performance
- 6) Having parents who are not high school graduates
- 7) Being a single parent with children
- 8) Living with a caretaker relative
- 9) Previous history with mental health issues or involvement in behavioral health/mental health services
- 10) Homelessness
- 11) Experiencing substance abuse issues
- 12) Pregnant or parenting teen
- 13) Domestic violence victim or survivor

The OVDCD TT Program may provide families who are established as “at-risk” (as per the eligibility criteria as noted above. *Please note additional eligibility details for youth summer employment in service description*) with TANF Purpose 3 and 4 services focusing on culturally-relevant activities that advance the prevention of out-of-wedlock pregnancy, encourage and foster two-parent family formation, and support family strengthening and preservation.

OVDCD TT fulfills these objectives through the provision of workshops, classes, trainings and activities that strengthen the participant’s connection to their culture, fosters responsibility to community and family, and supports the development of life skills, self-

awareness, and executive function. Through engagement in these activities, participants attain skills, perspective, and understanding that lead to: responsible decision-making; improved understanding of consequences; decreased likelihood of participation in risky behaviors such as out-of-wedlock intercourse; improved mental well-being; cultural connection and respect for community, family, and self; and skills that contribute to increased success in marriage and partnership. To the greatest extent possible, OVDCDC incorporates Native American languages and traditions into established curriculums and activities.

- **Purpose 3 workshops, classes, trainings and activities for youth intended to prevent and reduce the incidence of out-of-wedlock pregnancies include:**

- Workshops, classes and trainings that foster prevention of out-of-wedlock pregnancy, encourage healthy relationships, positive communication, positive self-image, and leadership skills.
- Summer youth employment readiness and experience program: OVDCDC recognizes the positive impact of work experience on at-risk AI/AN youth and their families. Participation in summer youth employment readiness and work experience programs reduces youth participation in and exposure to risky behaviors that lead to unplanned pregnancies. Additionally, work experience programs keep youth out of the streets during the summer when youth are most at risk for engaging in unsupervised high-risk activities. At the same time, they gain the skills and experiences which may lead to ~~learn~~ increased impulse control, conflict resolution skills, and positive decision making necessary to decrease the likelihood of engaging in high-risk activities while also attaining employment skills that can lead to a career or post-secondary education. Moreover, fast-food jobs historically aimed at youth are now being recruited towards adults. Therefore, youth employment programs are one of the few avenues that aims to help at-risk youth realize their fullest potential regardless of their circumstances. Lastly, the employment program will allow the youth ~~to be exposed~~ to develop connections ~~to~~ with positive role models that can help them identify meaningful life goals that will steer them away from maladaptive activities while they learn interpersonal skills such as teamwork, gain a positive self-image, and identify ways to be more pro-socially engaged in their community so they can be productive members of society and less likely to engage in activities that can lead to unwanted pregnancies.
  - Eligibility for this program will include youth in cash aided families and youth who are eligible under Purpose 3 ~~and 4~~ criteria, whose family income is at or below the 300% Federal Poverty Level or who meet one or more at-risk indicators (living in a high crime area, previous involvement in the juvenile justice system, attending a low performing school, experiencing substance abuse issues).
  - The participants will first attend a series of employment readiness workshops, including resume writing, interview skills, time management, communications, and soft skills necessary for success (i.e., social, emotional intelligence, professionalism). If participants maintain attendance and satisfactorily complete workshop requirements, they will be placed at a work experience site. OVDCDC

- will pay a third-party employer to subsidize youth wages.
- Alcohol and drug prevention educational ~~and~~ classes are intended to reduce risky behaviors that can lead to unwanted pregnancies and other unwanted outcomes.
  - Tutoring and workshops are intended to support school success and high school graduation while removing ~~remove~~ perceived barriers and negative norms associated with attaining higher education. Activities include tutoring, summer and afterschool enrichment programming, and field trips to local college campuses.
  - Activities are -intended to promote healthy and active lifestyle choices, and team building skills as an alternative to risky behaviors in combination with integrated pregnancy prevention curriculum. Activities include hikes, nature classes, campouts, talking circles, traditional games, and participation in sports activities (not including cost for sports events or memberships to social organizations.)
  - Workshops designed to support mental wellbeing and, decrease maladaptive behaviors that could lead to self-neglect. Examples of activities include classes on meditation, talking circles, support groups, workshops on developing a positive self-image.
- **Purpose 4 workshops classes, trainings and activities intended to encourage the formation and maintenance of two-parent families, include:**
    - Two-generation engagement activities such as parenting classes, family literacy workshops, talking circles that foster family strengthening and encourage family formation and preservation.
    - Domestic violence awareness curriculum, healthy relationship workshops, and life skills classes that teach personal responsibility and build capacity for healthy relationships and improved executive function.
    - Workshops designed to support mental wellbeing and, decrease maladaptive behaviors that could lead to self-neglect. Examples of activities include classes on meditation, talking circles, support groups, and workshops on developing a positive self-image.
    - Activities and workshops that promote responsible fatherhood and motherhood.
    - Alcohol and drug prevention activities.
    - Workshops intended to strengthen at risk families and increase family capacity to thrive. Activities may include workshops on topics such as time management, effective communication, and soft skills necessary for success (i.e., social emotional intelligence, professionalism).

#### **XXXIV. DATA COLLECTION AND REPORTING**

The OVCDC TT Program will comply with all federal statutory and regulatory requirements pertaining to data collection and reporting.

### **XXXV. RETROCESSION PROVISION**

In the event that OVCDC retrocedes the TANF program, OVCDC will follow all requirements as defined by applicable TANF statutes and regulations as outlined in 45 CFR Part 286, and Social Security Act.