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STATE OF MICHIGAN
DEPARTMENT OF LABOR & ECONOMIC GROWTH
LANSING

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Bureau of Workforce Programs/Transformation
Policy Issuance (PI): 06-33, Change 02

Date: July 21, 2008

To: Michigan Works! Agency (MWA) Directors

From: Liza Estlund Olson, Director, Bureau of Workforce Transformation **SIGNED**

Subject: Supportive Services

Programs Affected: Jobs, Education, and Training (JET)

Rescissions: PI 01-40, and subsequent changes

Background: This policy change increases the participant mileage reimbursement rate from 20 cents per mile to 40 cents per mile through September 30, 2008. In addition, language has been removed that required MWAs to request a waiver in order to provide transitional supportive services. Language has also been included stating that Non-Cash Recipients (NCRs) may not receive supportive services in more than four consecutive calendar months.

Policy: Enabling workers to acquire the skills necessary to succeed in today's 21st century knowledge economy is central to Michigan's strategy for economic transformation and is the foundation for the Governor's No Worker Left Behind (NWLB) initiative. The NWLB initiative aligns all federal workforce dollars used for worker training into a unified workforce development strategy.

The MWAs are charged with managing payment of supportive services and are responsible for ensuring that the provision of supportive services is appropriate, with proper documentation on file. Supportive services are to be provided through the 180-day retention period. The MWAs shall respond in a

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Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.

timely manner when supportive services are requested. Requests may be an emergency, meaning that without immediate action (i.e., within 24 hours) on the part of the MWA, the participant would lose their current employment. In emergency situations, MWAs are to respond within 24 hours in order to prevent the loss of employment. The MWAs and the Department of Human Services (DHS) are to locally coordinate supportive service payments to ensure that expenditure limitations are not exceeded. Supportive services in categories with monetary limits are to be recorded on the One-Stop Management Information System (OSMIS).

The DHS may pay for employment-related supportive services for Family Independence Program (FIP) recipients and Non-Cash Recipients who are enrolled in JET when both the DHS and the MWA agree that it is in the customer's best interest to have the DHS issue the supportive service payment. DHS and MWA staff should locally determine when and under what circumstances this should occur.

An NCR may not be provided supportive services in more than four consecutive calendar months. If an NCR receives supportive services in four consecutive calendar months, the individual may not receive supportive services in the subsequent (fifth) calendar month. MWAs may resume providing supportive services to the NCR in the following (sixth) calendar month (for a maximum of four consecutive calendar months, which must again be followed by one calendar month break prior to receiving further supportive services, etc.). Multiple supportive service payments may be made in each calendar month.

When a participant moves between MWAs, they are to receive supportive services from the MWA that covers the area into which they have moved. Monetary maximums on supportive services apply to an individual's total participation time in the JET program. Maximums may not be reset if a participant moves to a new MWA. Supportive services provided to date in categories with monetary limits may be located on the OSMIS.

The OSMIS will provide a warning when a supportive service category reaches the participant's yearly or lifetime limit. The following supportive services are required to be entered into the OSMIS:

- Automobile purchase (\$1200/lifetime limit)
- Automobile repair (\$900/12-month limit)
- Clothing allowance (\$500/12-month limit)
- Relocation expenses (\$1500/limit per move)
- Transitional supportive services (\$200/12-month limit)

The MWAs are **not to utilize funds to pay any fines or penalties**, such as those associated with a driver's license reinstatement. Also, **funding may not be utilized to pay any fees associated with enrolling a child in daycare.**

Supportive services are to be provided through the 180-day job retention period. JET participants receiving FIP payments or EFIP payments beyond the 180-day retention period may be provided supportive services at the MWA's discretion and funding availability. All of the following supportive services may be provided to all JET participants at anytime during their enrollment in JET, with the exception of transportation allowances.

Transportation Allowances

Allowances for public transportation or private automobile mileage reimbursement may be provided for all allowable activities under JET, up to and until, the participant completes a 180-day retention period. Public transportation allowances or private automobile mileage reimbursement may be provided to participants **enrolled in education or training activities** for the duration of their participation in the JET program.

Allowable transportation activities include traveling to and from the participant's home to a job interview, job site, potential job site, childcare provider, education or training facility, community service site, work experience site, or MWA/service provider.

Compensation for transportation is the actual cost for public transportation or 40 cents per mile for the use of a private automobile. Please note that the rate of 40 cents per mile is effective **July 1, 2008, through September 30, 2008.** It has not been determined at the time of this policy issuance whether adequate funding will be available in future fiscal years to maintain the 40 cents per mile reimbursement rate.

Payment of a flat rate is allowed, but the rate must be based on public transit costs or actual miles. In a two-parent family, each parent is eligible to receive a transportation allowance if each parent is contributing towards meeting the case's work participation requirement and has the need for separate transportation.

Volunteer drivers may be reimbursed at the same rate that DHS volunteer drivers are reimbursed. The MWAs should use the current DHS rate as a guide. Reimbursement for volunteer mileage may not exceed the DHS's maximum allowable rate.

Automobile Purchase

Up to \$1200 may be authorized toward the purchase of an automobile if it will be used as the participant's primary means of transportation for employment-related activities, even if public transportation is available. In a two-parent family, each parent who is contributing towards meeting the case's work participation requirement may be eligible to receive up to \$1200 toward the purchase of an automobile. Payment may be authorized for a licensed mechanic's inspection in addition to the \$1200 automobile purchase authorization. Automobile purchase is limited to once in a client's lifetime.

To prevent a misappropriation of funds, the automobile must be registered and insured in the name of the member of the eligible family. For purposes of this policy, a member of the eligible family is defined as any adult who is included in the FIP grant.

While the state does not have a policy that prohibits the purchase of an automobile from a relative of a JET participant, the MWAs must ensure that all policies and procedures are followed.

Automobile Repairs

Automobile repairs may be authorized up to \$900 per participant in any 12-month period for an automobile that is his or her primary means of transportation for employment-related activities, even if public transportation is available. In a two-parent family, each parent who is contributing towards meeting the case's work participation requirement may be eligible to receive up to \$900 toward the repair of the automobile(s).

To prevent a misappropriation of funds, the automobile must be registered and insured in the name of a member of the eligible family. For purposes of this policy, a member of the eligible family is defined as any adult who is receiving assistance and included in the FIP grant. Payment may be authorized for a licensed mechanic's repair estimate in addition to the \$900 automobile repair authorization.

Clothing

Clothing as required for participants assigned to work projects and as needed for employment may be provided. Allowable items include clothing for interviews, work gloves, work boots, work shoes, hard hats, personal safety items, protective/special clothing, uniforms, and other clothing as needed to participate in training and/or clothing that is considered to be "job appropriate." There is a \$500 limit per participant in a 12-month period. In a two-parent family, each parent who is contributing towards meeting the case's work participation requirement is eligible. The MWA may also determine the need for the replacement of previously authorized clothing.

Relocation Allowance

A relocation allowance for participants who have obtained verified employment at a location outside commuting distance from their home may be provided. Allowable relocation expenses include pre-location expenses (coordination of details of the move beforehand, as well as the actual moving plan); trailer or truck rental; compensation for persons assisting in the move; mileage allowances; rental of moving equipment, such as dollies; security deposit and payment of the first month's rent at the new location; and any other expense of the move determined as necessary by the MWA. Moving expenses are limited to \$1500 per participant per move. In two-parent families, both parents are eligible if they both obtain employment that requires relocation.

Non-DHS Employment-Related Medical Expenses

Certain services, which are not defined as medical services by the DHS, may be needed to overcome barriers to employment or training, and are allowable supportive service expenses. These services may include:

- Employment-related photocopies.
- The completion of a DHS Medical Needs form by a Medical Doctor (MD) or Doctor of Osteopathic Medicine (DO) certifying that, based on previous medical records or a recent medical examination, the client is able (or unable) to participate in employment-related activities; and whether or not there are limitations or restrictions on the types of activities in which the participant may be engaged.
- An employment or training-related general medical or physical examination by an MD or DO (including the completion of a DHS Medical Needs form).
- Employment-related immunizations and tests required as an employment or training condition (i.e., drug testing or vaccinations).

JET supportive services may be used for dental services that are not covered under Medicaid, another health insurance plan, or by a community public health agency that normally covers medical and/or dental services for the diagnosis, prevention, and treatment of physical or mental diseases.

MWAs have the discretion to determine the types of dental services that are necessary and appropriate for employment. To access information about the types of dental services that are covered under Medicaid, MWAs may either contact a local Medicaid provider or e-mail Ms. Chris Farrell, Medicaid Dental Policy Specialist, Michigan Department of Community Health at farrellc@michigan.gov.

JET Transitional Supportive Services

Transitional supportive services are cash payments intended to be used by the participant to cover miscellaneous employment-related expenses not normally covered by regular supportive services. Examples of such expenses include, but are not limited to, personal care services (i.e. barber services); regular car maintenance (i.e. oil changes, fluid refills); industry-specific periodicals, etc. Transitional support payments may not exceed \$200 in total per participant during a 12-month period.

Additional One Time, Work-Related Expense

At the discretion of the MWA, other one time/non-continuing work-related expenses may be provided to enable individuals to participate in activities to seek, obtain, and retain employment. Examples of one time, work-related expenses include payments for professional license fees (auto trade certification, etc.), the purchase of professional tools, business start-up expenses, etc.

Action: MWA officials shall take appropriate action to comply with this policy.

Inquiries: Questions regarding this policy issuance should be directed to your Welfare Reform state coordinator.

The information contained in this policy issuance will be made available in alternative format (large type, audio tape, etc.) upon special request received by this office.

Expiration

Date: September 30, 2008

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