

# Comparison of Federal and State Work Participation Requirements

Population	Federal TANF Hourly Participation Requirements	State CalWORKs Hourly Participation Requirements
All Families (Single-parent)	<ul style="list-style-type: none"> <li>30 hours per week, averaged monthly</li> <li>➢ 20-hour minimum in core activities</li> <li>➢ Up to 10 hours in non-core activities</li> </ul>	<ul style="list-style-type: none"> <li>32 hours per week, averaged monthly<sup>1</sup></li> <li>➢ 20-hour minimum in core activities</li> <li>➢ Up to 12 hours in non-core activities</li> </ul>
Two-Parent	<ul style="list-style-type: none"> <li>35 hours per week, averaged monthly (individually or combined)</li> <li>➢ 30-hour minimum in core activities</li> <li>➢ Up to 5 hours in non-core activities</li> </ul>	<ul style="list-style-type: none"> <li>35 hours per week, averaged monthly (individually or combined)<sup>1</sup></li> <li>➢ 20-hour minimum in core activities</li> <li>➢ Up to 15 hours in non-core activities</li> </ul>
Single Parent with child under six	<ul style="list-style-type: none"> <li>20 hours per week averaged monthly</li> <li>➢ A single custodial parent or caretaker relative with a child under six meets the WPR by participating 20 "core" hours per week</li> </ul>	Same as CalWORKs Single-Parent family requirements
ALLOWABLE ACTIVITIES		
Core Work Activities - Federal and State	Non-core Work Activities - Federal	Non-core Work Activities - State
<ul style="list-style-type: none"> <li>Unsubsidized employment<sup>2</sup></li> <li>Subsidized private or public sector employment<sup>2</sup></li> <li>Work experience (federal limitation - if sufficient private sector work is not available)<sup>2</sup></li> <li>Community service programs<sup>2</sup></li> <li>Vocational educational training (12-month lifetime total)</li> <li>On-the-job training (OJT)</li> <li>Grant-based OJT<sup>2,4</sup></li> <li>Job search and job readiness training<sup>2</sup></li> <li>Providing child care to a community service program participant<sup>3</sup></li> <li>Self-employment<sup>4</sup></li> <li>Supported work and transitional employment<sup>2,4</sup></li> <li>Work study<sup>4</sup></li> </ul>	<ul style="list-style-type: none"> <li>Non-core Work Activities - Cannot Count Toward the Core</li> <li>Job skills training directly related to employment</li> <li>Education directly related to employment (for individuals with no high school diploma or equivalent)</li> <li>Satisfactory attendance at secondary school or in a course leading to certificate of general equivalence</li> </ul>	<ul style="list-style-type: none"> <li>Non-core Activities - Can Count Toward the Core</li> <li>Job skills training directly related to employment</li> <li>Education directly related to employment</li> <li>Satisfactory attendance in a secondary school or in a course leading to certificate of general equivalence (GED)</li> <li>Adult basic education (reading, writing, arithmetic, high school proficiency or GED, and English-as-a-Second-Language)<sup>2</sup></li> <li>Mental health, substance abuse, domestic abuse services</li> <li>Non-core Activities - Cannot Count Toward the Core</li> <li>Vocational education and training (post-12 months)<sup>5</sup></li> <li>Other activities necessary to assist in obtaining employment</li> <li>Participation required by school to ensure child's attendance</li> <li>Non-credited study time (at a county option)</li> </ul>

<sup>1</sup> a) If participating in a self-initiated program (SIP)

➢ No core requirement if participating 32 hours per week in a SIP; if participating less than 32 hours per week in a SIP, the balance of hours must be in core activities only

➢ The SIP activity included in the WTW plan (generally vocational education) is the activity counted in the federal WPR

b) If recipient is participating in CalWORKs family reunification (FR) activities

➢ No core requirement; required to participate in accordance with a court-ordered FR plan

<sup>2</sup> These activities are defined in State regulations.

<sup>3</sup> This activity only counts as a federal core work activity.

<sup>4</sup> These activities are not identified in federal law, but are forms of subsidized or unsubsidized employment.

<sup>5</sup> If hours in this activity are included in the welfare-to-work plan, then hours in any non-core activity cannot count towards the core-hour requirement.