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### I. [Update](#)

This handbook (HB) is being revised to inform staff [that the minimum 12-month child care eligibility has been extended to 24-month eligibility for individuals enrolled in the California Work Opportunity and Responsibility to Kids \(CalWORKs\) Stage One Child Care Program.](#)

Updates are in purple.

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### II. [Summary](#)

[The purpose of this HB](#) is to provide direction on the implementation of Senate Bill (SB) 80. SB 80 increases access to child care services for CalWORKs recipients by authorizing CalWORKs Stage One Child Care immediately and continuously for [12](#) months or until the recipients are transferred to Stage Two. The implementation of SB 80 is effective October 1, 2019. [Effective immediately, AB 1808 amends the previous 12-month eligibility period to a 24-month eligibility period.](#)

**To verify child care has been secured prior to mandating Welfare-to-Work (WTW) program activities,** [Form 42-32 CalWORKs Child Care Information Notice](#) has been updated. [Form 40-102 CalWORKs Stage One Child Care Communication Form](#) and [CCP 8 CalWORKs Stage One Child Care Authorization Form](#) have been added to comply with the new requirement.

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### III. General

Immediate and continuous child care alleviates potential instability caused by frequent changes to WTW activities or other circumstances that require child care during early CalWORKs engagement. By authorizing care for 24 months, families will not experience breaks in their child care services. As a result, even if parents' WTW plans change, parents can be assured that consistent child care will be provided for their child(ren).

In addition to benefitting parents, immediate and continuous child care provides numerous benefits to the children. Children in poverty often need quality, stable early care and education to achieve their full potential. Children benefit from consistent and uninterrupted child care, especially when care is provided in a high-quality early learning setting, allowing them to grow and achieve their full potential.

Immediate and continuous Stage One Child Care should be authorized for WTW exempt volunteers and sanctioned clients who have expressed intent to participate in WTW and receive services, providing a pathway to engagement and curing their sanction.

#### A. Immediate and Continuous Child Care for 24 Months

CalWORKs applicants have access to immediate and continuous child care upon being approved for CalWORKs cash aid. Once an applicant is determined eligible for CalWORKs, they will receive a 24-month Stage One Child Care authorization, except in the following circumstances:

1. Families with no aided adults:
  - Adult(s) receiving SSI benefits;
  - Ineligible non-citizen adults;
  - Non-needy caretaker relatives; or
  - Timed-out adult(s) (Note: timed-out adults who have received cash aid within the past 24 months are to be referred to Stage Two Child Care).
2. At application, newly approved recipients who are determined to have a WTW exemption and who do not indicate a desire to volunteer for any program activity; or
3. Two-parent families in which one parent is available and able to provide care for the child(ren).

**Note:** An exempt WTW participant, who in the future indicates an intent to participate in a program activity and signs a WTW plan, will be eligible for immediate and continuous child care for 24 months.

Child care shall be authorized full-time unless the participant requests part-time care. Full-time care is defined as care provided at 25 or more hours per week. Part-time care is defined as care provided **less than** 25 hours per week. If the participant initially utilizes a partial month of child care, it shall count as the first month of child care.

Stage One Child Care recipients do not need to recertify child care eligibility more frequently than once every 24 months unless the recipient(s):

1. Indicates that their child care needs have increased;
2. Has a new child who needs care;
3. Has changed a child care provider; or
4. Has an eligible child become ineligible.

#### **B. Early and Ongoing WTW Engagement**

CalWORKs recipients who are expected to be referred to WTW or who are required to participate or currently participating in WTW shall receive an immediate and continuous child care authorization. If a mandatory WTW participant stops participating in their activity, child care services will continue for the remainder of the authorization period or until the child care authorization is discontinued.

Recipients with a domestic violence waiver will remain eligible for continuous child care regardless of their participation in WTW.

#### **C. Exempt Volunteer WTW Participants**

Clients in a WTW exempt status who express an intent to participate in WTW as an exempt volunteer shall be authorized to receive 24 months of immediate and continuous Stage One Child Care.

#### **24-Month Immediate and Continuous Stage One Child Care Authorization Timeline**

| Step #1 =>                                                                                                                                                                     | Step #2 =>                                                                                  | Step #3 =>                                                                                                                                                                                                        | Step #4                                                                                         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Client Indicates Intent to volunteer:               <ul style="list-style-type: none"> <li>Child care Authorized</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Client access to child care is confirmed*</li> </ul> | <ul style="list-style-type: none"> <li>Client attends WTW Orientation, and</li> <li>Employment Counselor (EC) and client agree to WTW 2 Welfare-To-Work Plan Activity Assignment, signed by the client</li> </ul> | <ul style="list-style-type: none"> <li>Client participates, child care continues * *</li> </ul> |

\*Contractor shall email the EC a completed Form 40-102 CalWORKs Stage One Child Care Communication Form and Form CCP 8 CalWORKs Stage One Child Care Authorization Form confirming child care has been secured.

\*\*In order for the authorization of child care to continue, the client must complete all components of Step 3.

#### Exempt Volunteer Discontinuances

Exempt volunteers who do not subsequently sign a WTW plan will have their child care authorization discontinued until they become mandatory participants or sign a WTW Plan. Refer to [Welfare to Work Handbook 42-7.32 Exempt Volunteers in the Welfare-to-Work Program](#) for further instruction on CalWORKs Exempt Volunteers. ECs shall utilize their existing re-engagement practices to provide support to the participant.

Exempt volunteers who sign a WTW plan will be authorized for immediate and continuous Stage One Child Care for 24 months without discontinuance, regardless of their participation status after signing the plan.

#### **D. Two-Parent Families**

Immediate and continuous child care eligibility shall not be granted for two-parent families in which one parent is available and able to provide care for the child(ren). A parent is considered available to provide care unless they are working, going to school, participating in a County approved WTW activity, or have a condition that prevents them from caring for the child(ren).

#### **E. WTW Sanctioned Participants**

CalWORKs participants subject to WTW who do not participate in required activities are subject to non-compliance and financial sanctions. WTW participants who were sanctioned before October 1, 2019, including those in long-term sanctions, and have received aid in the past 24 months are considered former CalWORKs recipients and are, therefore, eligible for Stage Two Child Care services.

If WTW participants become sanctioned after being authorized for 24 months of immediate and continuous child care, they shall continue in Stage One Child Care until the 24-month period has concluded or until they are transferred to Stage Two Child Care.

Sanctioned participants who indicate an intent to cure their sanction are eligible to receive Stage One Child Care services immediately and continuously for 24 months. Authorization is effective at the time the client communicates their intent to cure their sanction. An intent to cure a sanction takes place when the participant requests to cure their sanction. However, if the participant is already receiving child care in Stage Two or Stage Three, they may continue to work with the Stage Two or Stage Three Child Care administrator to have their child care needs met. The County does not need to transfer the participant back into Stage One Child Care if their child care needs are being met in Stages Two or Three.

**24-Month Immediate and Continuous Stage One Child Care Authorization Timeline**

| Step #1 =>                                                                                                                                                       | Step #2 =>                                                                               | Step #3 =>                                                                                                                                                                                      | Step #4                                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Client Indicates Intent to volunteer: <ul style="list-style-type: none"> <li>Child care authorized</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Client access to child care confirmed*</li> </ul> | <ul style="list-style-type: none"> <li>EC and client agree to WTW 29 <a href="#">Plan to Meet Welfare to Work Rules and Get My Cash Aid Back</a> (Curing Plan), signed by the client</li> </ul> | <ul style="list-style-type: none"> <li>Sanction is cured, child care continues OR</li> <li>Participant attempts to cure, but falls back into sanction, child care continues **</li> </ul> |

\*Contractor shall email the EC a completed [Form 40-102 CalWORKs Stage One Child Care Communication Form](#) and Form [CCP 8 CalWORKs Stage One Child Care Authorization Form](#) confirming child care has been secured.

\*\*In order for the authorization of child care to continue, the client must complete all components of Step 3.

**Sanctioned Participant Discontinuances**

Child care authorization may also be discontinued for sanctioned clients who do not demonstrate their expressed intent to cure their sanction by signing a Curing Plan. Staff shall ensure child care has been obtained/secured by the client before applying the requirements of the signed Curing Plan.

For those who fail to sign a Curing Plan, child care will be discontinued until the sanctioned client indicates an intent to cure again.

Sanctioned clients who sign a Curing Plan will be authorized for immediate and continuous Stage One Child Care for 24 months without discontinuance, regardless of their participation status **after** signing the plan.

**F. Good Cause for Non-Participation**

A participant shall be excused from participation for good cause when staff determine there is a condition or other circumstances that temporarily prevents or significantly impairs the participant's ability to be regularly employed or to participate in WTW activities. Conditions that may be considered good cause include lack of necessary supportive services, such as child care. Therefore, if a participant is unable to secure child care, the participant will have good cause for non-participation. Please refer to [Welfare-to-Work Handbook :: 42-7.2 Exemptions and Good Cause/Deferral Reasons in the Welfare-to-Work Program](#).

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#### IV. Specifics

CalWORKs applicants have access to immediate and continuous child care upon being approved for CalWORKs cash aid.

##### A. New CalWORKs Applicants

During the CalWORKs interview (excluding child-only cases):

**Eligibility Services Technician (EST) assigned to the Waiting Room and Regular Intake shall:**

1. Review and ask the applicant to complete and sign [Form 42-32 CalWORKs Child Care Information Notice](#);
2. Complete worker name;
3. Provide a signed copy of [Form 42-32](#) to the client;
4. Inform applicants that if they need child care, they can go directly to one of the Stage One Child Care agencies once their CalWORKs application is approved.
5. Enter Journal entry that [Form 42-32](#) was provided to the client and signed;
6. Place [Form 42-32](#) in a designated box for imaging into Hyland.

**Note:** If a CalWORKs approved client inquires about child care either in person or by phone, the EST or clerical shall inform the client to contact or visit one of the Stage One Child Care agencies (see [Form 42-32](#)).

When the EC receives the case assignment,

**The EC shall:**

1. Retrieve completed [Form 42-32](#) from Hyland.
2. Email [Form 42-32](#) to the appropriate Stage One Child Care agency.

| Region       | Agency and Contact                                                                              | Cities Served                                                                                |
|--------------|-------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| South County | 4Cs' email:<br><a href="mailto:ccrf@4c-alameda.org">ccrf@4c-alameda.org</a>                     | Servicing: Fremont, Newark, Union City, Hayward, San Leandro, San Lorenzo, and Castro Valley |
| North County | Hively's email:<br><a href="mailto:ccrfoakland@behively.org">ccrfoakland@behively.org</a>       | Servicing: Oakland, Alameda, Albany, Berkeley, and Emeryville                                |
| East County  | Hively's email:<br><a href="mailto:ccrfpleasanton@behively.org">ccrfpleasanton@behively.org</a> | Servicing: Pleasanton, Dublin, Livermore, and Sunol)                                         |

**Note:** If a completed [Form 42-32](#) is not found in Hyland,

**The EC shall:**

1. Enter the case name and case number on page 2 of [Form 42-32](#).

2. Email [Form 42-32](#) to the appropriate Stage One Child Care agency,
3. Mail two copies of [Form 42-32](#) to the participant (one to sign and return, and one for the participant to keep for their records) with a self-addressed stamped envelope to the participant for signature.
4. Place [Form 42-32](#) in a designated box for imaging into Hyland and enter journal entry when [Form 42-32](#) is returned with the participant's signature.

When the Child Care Contractor receives [Form 42-32](#),

**The Contractor shall:**

1. Provide written notice to participants reminding them that they have up to 30 days to confirm that child care has been secured before the County makes participation in early engagement activities mandatory. The notice should also include information on how to get help finding child care.
2. Contact the participant if they are unable to verify that child care has been secured after 15 days and remind the participant of available supports to help secure child care, or confirm that child care has been secured.
3. Contact the participant every 15 days thereafter until confirmation of child care has been secured; the participant indicates that they need additional time to locate suitable child care; or until 30 days pass without a response from the participant.

**When the Contractor determines child care is not secured:**

When the Contractor is unable to confirm that child care has been secured or does not receive communication from the participant that additional time is needed to find child care following 30 days from the date CalWORKs is authorized,

**The Contractor shall:**

1. Send a completed [Form 40-102 CalWORKs Stage One Child Care Communication Form](#) to the EC as confirmation that child care is no longer a barrier to the participant.

**Once the EC receives a confirmation from the Contractor determining that child care is no longer a barrier,**

**The EC shall:**

1. Schedule the next activity if applicable;
2. Send an appointment letter for all upcoming mandatory activities; and
3. Sanction and take other appropriate actions to conform to compliance standards for WTW participant engagement if they do not participate in subsequent mandatory activities. Refer to [CalWORKs Handbook 42-7.11 Noncompliance, Cause Determination and Sanction Process in Welfare to Work](#).

The determination that child care is no longer a barrier may also be made by the EC if the participant is not making a good faith effort to acquire child care after the first 30 days.

**When the Contractor determines child care is secured:**

When the participant is able to obtain a child care provider within the allocated timeframe, the Contractor shall email the EC a completed [Form 40-102 CalWORKs Stage One Child Care Communication Form](#) and Form [CCP 8 CalWORKs Stage One Child Care Authorization Form](#) confirming child care has been secured.

When the EC receives [Form 40-102](#) and [CCP 8](#),

**The EC shall:**

1. Review [Form 40-102 CalWORKs Stage One Child Care Communication Form](#)
  - a. Check the appropriate box:
    - Participant is an exempt volunteer and signed a WTW plan;
    - Participant is an exempt volunteer and did not sign a WTW plan/did not indicate a desire to volunteer for any program activity;
    - Participant is sanctioned and is in a curing sanction status or has acknowledged an intent to cure their sanction;
    - Participant is sanctioned and has not expressed the intent to cure their sanction; or
    - Participant is approved for CalWORKs and not a child-only case.
  - b. Print and place [Form 40-102](#) and [CCP 8](#) in a designated box for imaging into Hyland;
  - c. Enter journal entry in CalSAWS.

**B. Existing Participants**

Contractors shall notify the existing participants of their authorization for 24 months of immediate and continuous child care and send the completed [Form 40-102](#) to the County at their 24-month child care recertification. The EC shall follow the process listed in section [IV Specific](#); subsection 'When Contractor determines child care is secured'.

**Note:** When the participant expresses a need for Stage One Child Care directly to the EC, the EC shall send a completed [Form 42-32](#) to the Contractor.

**C. Inter-County Transfers**

When the child care Contractor receives notification that the Stage One Child Care client is transferring to a new county, the existing 24-month child care authorization shall continue in the receiving county. For example, if a participant is authorized for 24 months of child care, and after two months relocates to a new county, the participant shall receive 22 more

months of child care in their new county of residence before having to recertify child care eligibility. It is the responsibility of the receiving county to ensure there is no break in the participant's child care services.

#### **D. Diversion**

In determining eligibility for diversion services, the EC shall also consider the applicant's child care arrangements. Stage Two Child Care may be provided to a family who elects to receive a lump sum diversion payment or diversion services when a funded space is not immediately available for the family in Stage Three. Refer to [CalWORKs Handbook 40-1.10 Diversion Program In CalWORKs](#).

#### **E. Informing Notices**

Career Pathways Employment and Training (CPET) centers and Limited English Proficient (LEP) Service Providers, ESTs, and/or ECs shall inform recipients of the availability of paid child care at several times throughout their time in CalWORKs by providing them [Form 42-32 CalWORKs Child Care Information Notice](#). [Form 42-32](#) shall be provided at the following times:

- At the time of application/when the **client** enrolls in CalWORKs
- Orientation and Redetermination
- At later times when the **participant** expresses a need for child care
- When signing an original or amended WTW plan

**Note:** If [Form 42-32](#) has already been provided to the Child Care Contractor, the EC does not need to resend **the form** unless there is a change.

#### **F. Transition from Stage One Child Care to Stage Two Child Care**

CalWORKs Child Care Contractors manage a participant's transition from Stage One **Child** Care to Stage Two Child Care so that participants do not experience a break in their child care services as they move between the stages of CalWORKs child care services. A participant's child care shall continue in Stage One until child care is provided in Stage Two, unless the family is otherwise ineligible.

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#### V. Attachments

[Instructions for Saving Online Forms](#)

[Form 42-32 CalWORKs Child Care Information Notice](#)

[Form 40-102 CalWORKs Stage One Child Care Communication Form](#)

[CCP 8 CalWORKs Stage One Child Care Authorization Form](#)

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VI. References

[CCB 25-15 Implementation of Assembly Bill 1808](#)

[CCB 24-04 Implementation of the New Part-Time and Full-Time Definitions for Reimbursement](#)

[ACL 19-40 CalWORKs Outcomes and Accountability Review Performance Measures, Data Files, and Updates](#)

[ACL 19-99 Immediate and Continuous Eligibility](#)

[ACIN I-15-20 Immediate and Continuous Stage One Child Care for Sanctioned and Exempt Volunteer Participants](#)

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