



**Combined Strategic Workforce
Development Plan**

**Temporary Assistance for Needy Families
Program Specific Requirements**

2024-2027

Temporary Assistance for Needy Families (TANF)

States that include TANF in the Combined State Plan must outline how the State will meet the requirements of section 402 of the Social Security Act including how it will:

(OMB Control Number: 0970-0145)

a. Conduct a program designed to serve all political subdivisions in the State (not necessarily in a uniform manner) that provides assistance to needy families with (or expecting) children and provides parents with job preparation, work, and support services to enable them to leave the program, specifically cash assistance, and become self-sufficient (section 402(a)(1)(A)(i) of the Social Security Act)

The Guam TANF State Plan was renewed as of December 2023 for continuation into Fiscal Years (FY) 2024 through 2026. This official Guam TANF State Plan covers the period of September 2023 through October 2026 and is set for the next three years as a federal funding source for the people of Guam to avail of if eligible for this type of Public Assistance as a cash benefit to qualifying families. The existing plan outlines both current and future program plans as well as strategies to execute locally in order to satisfy the purposes of TANF (Temporary Assistance for Needy Families).

The statement of how the program is administered within the Guam Department of Public Health and Social Services (DPHSS), Division of Public Welfare (DPW) is found within page one of the current Guam TANF State Plan in its Introduction. Guam's TANF plan is state administered and "makes available its services in all subdivisions (villages) within the territory of Guam. It further elaborates throughout the Introduction within the Goals as well as through Section three, "TANF Program," found on page six, that the program provides assistance to needy families with children or for those eligible individuals expecting children with regard to the adults or parents in the TANF household by providing them with job preparation, work experience/training, and support services to enable them to leave the program and become self sufficient eventually.

b. Require a parent or caretaker receiving assistance to engage in work (defined by the State) once the State determines the parent or caretaker is ready to engage in work, or once he or she has received 24 months of assistance, whichever is earlier, consistent with the child care exception at 407(e)(2) (section 402(a)(1)(A)(ii) of the Social Security Act)

This requirement is included as currently it is contained in the State Plan found in Section VI, under "Work and Training Activities" within "C. Work Requirements" the plan states that Guam will "continue to ensure that parents and relative caretakers receiving assistance meet the work eligible definition and will engage in various options of work activities in and with exception to Section 407 (e) (2) (Section 402 (a) (1) (A) (ii) of the Social Security Act) also within P.L. 104-193, and 45 CFR Part 260, Subpart C, Section 261.30. The definition of who is considered a "Work Eligible Individual" is also found within the plan in Section A, on page 15.

Guam continues to require the adult and parent or relative caretaker in the TANF household who is actively receiving TANF benefits under the program and who is considered a work eligible adult individual to engage in work or work type activities. Since this individual would meet the definition of "work eligible" this would then mean they would not currently be exempted from meeting required work components, due to various good cause reasons also outlined within the plan. They would be mandated within program engagement to participate in a variety of different core work components. The Guam TANF State Plan also specifies the eight (8) types of countable Core work activities that can be executed by the adult TANF parent

or relative caretaker as there is also three (3) types of Non-Core Work Activities that can be performed in order for the household to continue to receive the monthly cash assistance allotments. The core and non-core work activities is outlined throughout parts D. and E. found on page 17 and 18 of the Guam TANF State Plan.

c. Ensure that parents and caretakers receiving assistance engage in work in accordance with section 407 (section 402(a)(1)(A)(iii) of the Social Security Act). Consistent with the required strategic elements discussed in section II (a)(2) herein, provide a specific analysis of how the State's workforce development activities are addressing employment and training services for parents or caretakers receiving assistance

The Guam TANF Program through inclusion of Section "VI. Work and Training Activities," parts A through G, ensures that parents and relative caretakers receiving cash assistance are engaging in work that is in accordance to 407 (Section 402 (a) (1) (A) (iii) of the Social Security Act). The strategies are covered and consistent with the strategic elements as Section D. specifies all Countable Core Work Activities, totaling eight (8) that participants must meet a required amount of hours of per week and in turn per month. The workforce development activities are addressed as this is inclusive of both unsubsidized employment activities as well as Subsidized Employment activities that are options for TANF participants to engage in, as there are eight core work activities total they may engage in. This provides the catalyst for increased partnership with DPHSS and the Department of Labor and justifies a strong relationship for fostering increased workforce development and engagement with the programs under the Work Programs Section of the Department of Public Health and Social Services.

The programs of TANF as well as SNAP Employment and Training (GETP), which are housed in the Work Programs Section (WPS) at DPHSS through its Program Coordination staff address various ways to engage current and future clients interests with many possibilities to enter employment and training services for participants. It is in the programs interests for staying relevant to meet workforce demands by building in continued critical partnerships with external agencies. Outreach, communication, and even sitting on the Guam Workforce Development Board planning committees are some of the critical elements of work performed by specific individuals in the program.

d. Take such reasonable steps as the State deems necessary to restrict the use and disclosure of information about individuals and families receiving assistance under the program attributable to funds provided by the Federal Government (section 402(a)(1)(A)(iv) of the Social Security Act)

Under Section "X. Confidentiality," page 23, Confidentiality is covered in the current renewed Guam TANF State Plan for FY 2024-2026, this requirement is satisfied. This area states that Guam shall take reasonable steps as deemed necessary to restrict the use and disclosure of information about individuals and families receiving assistance under the TANF program as mandated by federal and local law. This is further stated throughout this section as the program is attributable to funds provided by the Federal Government.

e. Establish goals and take action to prevent and reduce out-of-wedlock pregnancies, with special emphasis on teenage pregnancies (section 402(a)(1)(A)(v) of the Social Security Act)

The Guam TANF State Plan covers within "XI. Teen Pregnancy Prevention Strategies," outlines areas in DPHSS of Maternal Child Health (MCH), that has various programs that exist that contribute in meeting TANF Program goals and purposes of preventing and reducing out-of-wedlock pregnancies, with special emphasis on teenage pregnancies. MCH is set up to reduce

unintended, unplanned, and unwanted pregnancies. Teen pregnancy is addressed in family planning education provided via MCH.

This is also outlined further throughout pages 23-24, of the TANF State Plan, as this part outlines other community partners programs with whom DPHSS partners with to include Guam Department of Education (GDOE) as well as Sanctuary Incorporated of Guam.

f. Conduct a program designed to reach State and local law enforcement officials, the education system, and relevant counseling services, that provides education and training on the problem of statutory rape so that teenage pregnancy prevention programs may be expanded to include men (section 402(a)(1)(A)(vi) of the Social Security Act)

Under Section "XII. Prevention Programs for Sexual Violence," on pages 24-25, various external agencies are mentioned within the existing Guam TANF State Plan to include, the Office of the Attorney General of Guam, the Guam Behavioral health and Wellness Center (GBHWC), and the Guam Victims Advocates Reaching Out (VARO). Such agencies are listed as critical partners who are a part of the plan who are the external agencies that administer and who focus on the maintenance and execution of such prevention programs .

This aspect of TANF is designed to reach State and local law enforcement officials via the Attorney General of Guam. This Office within the General Crimes Division and Family Unit, conducts twice-yearly training with the Guam Police Department on statutory rape. The office also has The Victim Service Center (VSC), which is an advocacy unit within the Office of the Attorney General of Guam, which works by way of referrals to community service partners for victims of sexual assault. The education system with GDOE, as well as other relevant counseling services such as those provided within VARO are also a part of this area in the plan expands within each paragraph in this specific section the information on each of the organizations as mentioned above to also include DPHSS, and Child Protective Services (CPS), who also provides annual training to GDOE and other school teachers and administrators in the community on Mandatory Reporting.

g. Implement policies and procedures as necessary to prevent access to assistance provided under the State program funded under this part through any electronic fund transaction in an automated teller machine or point-of-sale device located in a place described in section 408(a)(12), including a plan to ensure that recipients of the assistance have adequate access to their cash assistance (section 402(a)(1)(A)(vii) of the Social Security Act)

Under the current FY 2024-2026 Guam TANF State Plan within part "H. Electronic Benefit Transfer Restrictions," on page 12 through 13, several statements ensuring the use, handling, and accessibility of such cash assistance with regard to any electronic fund transactions is outlined. Within number eight (#8), the plan lays out existing policies that ensure that Guam TANF recipients have adequate access to their cash assistance and will not be charged unusual fees by retailers to access their cash such as with automated teller machine (ATM) or point of sale devices when purchasing items at retailers with their Quest Cards.

The portion of the plan goes on to state that "current Quest operating rules do not place a limit on the amount of the cash back portion of a POS transactions." It is within the existing plan that TANF participants are able to ensure that adequate access is granted to all individuals who are receiving monthly cash assistance as this amount is loaded into their Quest cards, in which existing policies concerning Quest cards have been in place and followed accordingly.

h. Ensure that recipients of assistance provided under the State program funded under this part have the ability to use or withdraw assistance with minimal fees or charges, including an opportunity to access assistance with no fee or charges, and are provided information on applicable fees and surcharges that apply to electronic fund transactions involving the assistance, and that such information is made publicly available (section 402(a)(1)(A)(viii) of the Social Security Act)

Under Section "H. Electronic Benefit Transfer Restrictions," covered in number 9, within page 13, the Guam TANF State Plan addresses ensuring that recipients of assistance provided under the Guam TANF plan, have the ability to use or withdraw assistance with minimal fees when withdrawing from ATM machines. The portion of the plan further elaborates, that "no other fees or surcharge may be imposed on the cardholder as a condition of accepting a card and no surcharge may be imposed with respect to an ATM (automated teller machine) transaction unless the cardholder is given prior on-screen notice." The TANF Plan clearly states that the cardholders must be provided information of any applicable fees and surcharges if it exists before they withdraw and access their cash.

i. Indicate whether it intends to treat families moving from another State differently from other families under the program, and if so how (section 402(a)(1)(B)(i) of the Social Security Act)

All interested applicants in the public are treated the same whether moving from another State or if they have been living in the island of Guam for an extended amount of time or permanently. All potential applicants are subject to the same aspects of eligibility and standards of benefits for TANF as outlined under pages 8 through 12 of the Guam TANF State Plan.

j. Indicate whether it intends to provide assistance to non-citizens, and if so include an overview of the assistance (section 402(a)(1)(B)(ii) of the Social Security Act)

The Guam TANF State Plan within Section "C. Populations Served," which starts on page 3, includes a section in the plan number 4 (#4), that outlines "Non-Citizenship Status. This area in the plan basically indicates that the Guam TANF program does not intend to provide assistance directly to those non-US citizens. However, the territory provides TANF to "qualified aliens" who arrived in the country before August 22, 1996. A qualified alien, however, who enters the United States on or after August 22, 1996, is not eligible for a Federal means tested public benefit for a period of five (5) years except those immigrants who are refugees, asylees, Cuban/Haitian entrants, those granted withholding of deportation, victims of severe forms of trafficking, those are who Armed Forces veterans or on active duty including their spouses and unmarried dependent children, and certain Amerasian immigrants. Therefore no overview for the assistance is needed for non-US citizens at this time.

k. Set forth objective criteria for the delivery of benefits and the determination of eligibility and for fair and equitable treatment, including an explanation of how it will provide opportunities for recipients who have been adversely affected to be heard in a State administrative or appeal process (section 402(a)(1)(B)(iii) of the Social Security Act)

The Guam TANF State Plan covered on page 20, under Section "IX. Client Rights," sets for the objective criteria for the delivery of the benefits and the determinations of eligibility and for fair and equitable treatment, including an explanation of how it will provide opportunities for recipients who have been adversely affected to be heard in a State Administrative appeal

process. Within this section a Fair Hearing process as well as an Agency Conference is outlined onwards until the section ends on Page 23.

l. Indicate whether the State intends to assist individuals to train for, seek, and maintain employment (Section 402(a)(1)(B)(v) of the Social Security Act)—

1. Providing direct care in a long-term care facility (as such terms are defined under section 1397j of this title); or

2. In other occupations related to elder care, high-demand occupations, or occupations expected to experience labor shortages as, determined appropriate by the State for which the State identifies an unmet need for service personnel, and, if so, shall include an overview of such assistance.

The Guam TANF State Plan FY 2024 - 2026 as covered extensively throughout Section "VI. Work and Training Activities," within pages 15 through 18, provides several sections covering ways the program intends to assist all eligible TANF individuals mainly the adults (parents) in the TANF household on how they will be able to Train For, Seek, and Maintain Employment. This section describes all Work Eligible Individuals as also defined in this section as they are subject to meeting set Work Requirements whether in the form of Core work activities or Non-Core Activities. Such hours are mandated per adults in the TANF household whether they are from a one-parent or two-parent household.

Part "F. Training for Elder health Care Professionals," is also included in this plan and is addressed on page 18, with the TANF program's intent as per the Bureau of Economic Security (BES), the Bureau that currently administers TANF. This portion briefly outlines and provides but is not limited to the following work activities: specific education, training and employment activities intended to assist individual's in obtaining experience in careers found in the eldercare workforce.

m. Provide for all MOE-funded services the following information: the name of the program benefit or service, and the financial eligibility criteria that families must meet in order to receive that benefit or service. In addition, for TANF MOE-funded services (co-mingled or segregated MOE) describe the program benefit provided to eligible families (SSP services do not have to include a description but the Department of Health and Human Services encourages it) (§263.2(b)(3) & §263.2(c) preamble pages 17826-7)

The Amended Guam TANF State Plan that was passed mid-year 2023 includes within page 25, under Section "XIII. Maintenance of Effort (MOE) funds." A listing of allowable MOE expenditures is reviewed with Region IX, within the Office of Family Assistance, and Guam TANF program personnel. The discussions include the utilization of MOE funding and allowable expenses like TANF administration, TANF assistance, and the newly added Non-Recurrent Short-Term Benefits to TANF participants. Page 25 of the Guam TANF State Plan (FY 2024-2026) provides a brief description of the MOE.

TANF Certifications

States that include TANF in the Combined State Plan must provide a certification by the chief executive officer of that State, that during the fiscal year, the State will:

The State Plan must include	Include
1. Operate a child support enforcement program under the State Plan approved under part D. (section 402(a)(2) of the Social Security Act);	Yes
2. Operate a foster care and adoption assistance program under the State Plan approved under part E, and that the state will take such actions as are necessary to ensure that children receiving assistance under such part are eligible for medical assistance under the State Plan under title XIX. (section 402(a)(3) of the Social Security Act);	Yes
3. Specify which state agency or agencies will administer and supervise the program referred to in paragraph (1) for the fiscal year, which shall include assurances that local governments and private sector organizations (section 402(a)(4) of the Social Security Act)—	
3. (A) have been consulted regarding the plan and design of welfare services in the state so that services are provided in a manner appropriate to local populations; and	Yes
3. (B) have had at least 45 days to submit comments on the plan and the design of such services;	Yes
4. Provide each member of an Indian tribe, who is domiciled in the state and is not eligible for assistance under a tribal family assistance plan approved under section 412, with equitable access to assistance under the state program funded under this part attributable to funds provided by the Federal Government. (section 402(a)(5) of the Social Security Act);	Yes
5. Establish and enforce standards and procedures to ensure against program fraud and	Yes

The State Plan must include	Include
abuse, including standards and procedures concerning nepotism, conflicts of interest among individuals responsible for the administration and supervision of the state program, kickbacks, and the use of political patronage. (section 402(a)(6) of the Social Security Act);	
6. (optional) Establish and Enforcing standards and procedures to (section 402(a)(7) of the Social Security Act).—	
6. (A) screen and identify individuals receiving assistance under this part with a history of domestic violence while maintaining the confidentiality of such individuals;	Yes
6. (B) refer such individuals to counseling and supportive services; and	Yes
6. (C) waive, pursuant to a determination of good cause, other program requirements such as time limits (for so long as necessary) for individuals receiving assistance, residency requirements, child support cooperation requirements, and family cap provisions, in cases where compliance with such requirements would make it more difficult for individuals receiving assistance under this part to escape domestic violence or unfairly penalize such individuals who are or have been victimized by such violence, or individuals who are at risk of further domestic violence (section 402(a)(7) of the Social Security Act).	Yes
7 Establish and enforce standards and procedures to*—	
7. (A) ensure that applicants and potential applicants for assistance under the state program funded under this part are notified of assistance made available by the state to victims of sexual harassment and survivors of domestic violence, sexual assault, or stalking;	Yes
7. (B) ensure that case workers and other agency personnel responsible for administering the state program funded under this part are trained in—	

The State Plan must include	Include
7. (B) 1. the nature and dynamics of sexual harassment and domestic violence, sexual assault, and stalking;	Yes
7. (B) 2. state standards and procedures relating to the prevention of, and assistance for, individuals who are victims of sexual harassment or survivors of domestic violence, sexual assault, or stalking; and	Yes
7. (B) 3. methods of ascertaining and ensuring the confidentiality of personal information and documentation related to applicants for assistance and their children who have provided notice about their experiences of sexual harassment, domestic violence, sexual assault, or stalking; and	Yes
7. (C) ensure that, if a state has elected to establish and enforce standards and procedures regarding the screening for, and identification of, domestic violence, sexual assault, or stalking pursuant to paragraph (7)—	
7. (C) 1. the state program funded under this part provides information about the options under this part to current and potential beneficiaries; and	Yes
7. (C) 2. case workers and other agency personnel responsible for administering the state programs funder under this part are provided with training regarding state standards and procedures pursuant to paragraph (7).	Yes