

**County of San Diego, Health and Human Services Agency (HHS)**  
**CalWORKs Program Guide**

**CalWORKs and Employment Services Overview**

**Number**

**10-001**

**Page**

**1 of 2**

**Revision Date:**

July 01, 2022

**Purpose:**

This revision incorporates policy changes to the California Work Opportunity and Responsibility to Kids (CalWORKs) program due to the passage of Assembly Bill (AB) 79 that repeals the CalWORKs 48-month Time-on-Aid limit, repeals the Welfare to Work 24-Month Time Clock (WTW 24-MTC) and changes the WTW program hourly participation requirements. The policy updates became effective May 1, 2022.

**Background:**

The Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) became federal law on August 22, 1996, and established a cash assistance program, Temporary Assistance to Needy Families (TANF), which limited federal funding to a maximum of 60 months in a lifetime and required states to develop and implement programs that would move individuals from dependency to self-sufficiency through employment.

The Welfare-to-Work act of 1997 established the CalWORKs program which is California's version of TANF. The CalWORKs program was originally implemented with a 60-month lifetime limit for non-exempt adults, and with a provision to allow children to continue receiving aid until they reach 18 years of age. Effective January 1, 1998, the CalWORKs program began helping families achieve self-sufficiency through the Welfare-to-Work (WTW) program, also known as the Employment Services (ES) program that has participation requirements and a 'Work-First' emphasis, while at the same time supporting families by offering services that help remove barriers to employment and encourage independence.

Effective July 1, 2011, the CalWORKs time limit for aid to adult recipients changed from 60 months to 48 months, per Senate Bill (SB) 72. However effective May 1, 2022, the CalWORKs time limit has been extended back from 48 months to 60 months, per AB 79. In summary, from January 1, 1998, through June 30, 2011, the CalWORKs time limit was 60 months. From July 1, 2011 to April 30, 2022, the CalWORKs time limit was 48 months. Effective May 1, 2022 the CalWORKs time limit is again 60 months.

Effective January 1, 2013, per SB 1041, a 24-month time clock was implemented limiting the number of months participants can choose freely from the full range of activities offered by the Employment Services program without meeting core work participation hours. After the 24-months were used, a participant had to meet minimum hourly participation requirements in core work activities. Other ES activities were allowed if core work participation requirements were met. Effective May 1, 2022, per AB 79, the 24-month time clock, and the core participation hours associated with it, have been repealed.

**Policy:**

Effective May 1, 2022, adults will be eligible to receive CalWORKs for a maximum of 60 months. The 60-month CalWORKs time limit replaces the 48-month CalWORKs time limit. When counting the months of the 60-month CalWORKs time limit, a month does not count against the time limit when the

**County of San Diego, Health and Human Services Agency (HHS)**  
**CalWORKs Program Guide**

**CalWORKs and Employment Services Overview**

**Number**

**10-001**

**Page**

2 of 2

adult meets one of the exemption criteria and there are certain situations that will qualify an individual to an extension of time on aid.

As of May 1, 2022, the CalWORKs minimum participation standards are the sole set of required hours of participation throughout the customer's time on aid and are referred to as the CalWORKs Hourly Participation Requirement.

Employment Services

Employment Services help participants find employment, stay employed, move to higher paying jobs, and eventually to become self-sufficient. The services provided include job search, job preparation, education and training, paid and unpaid work experience, and other services to remove employment barriers such as: Substance Abuse Treatment, Mental Health Services, Domestic Violence Counseling, Housing Support, Family Stabilization Services, and Home Visiting Services. Financial assistance is provided for child care, transportation, and work or training related costs.

Participation Requirements

If the hourly participation and work activity requirements are not met, participants may be sanctioned which means their cash aid is reduced by removing the adult's portion of the cash aid. There are some good cause reasons for failure to meet ES requirements and some individuals are exempt from participation.

References:

- CPG 10-002 Work Participation Requirements
- CPG 10-005 Employment Services
- CPG 10-020 Exemptions and Good Cause
- CPG 10-025 Compliance and Sanctions
- CPG 15-100 Time on Aid
- CDSS ACL: 97-65, 98-38, 99-27, 99-90, 99-90E, 12-67,12-69, 14-16, 16-21, 17-01, 18-70, 18-123, 20-113, 20-120
- CDSS MPP: 40-107(a)(4)(A), 42-301, MPP 42-302, 42.711, 42.714

Sunset Date:

This policy will be reviewed for continuance on or before July 31, 2025.

Approval for Release:



Rick Wanne, Director  
Self-Sufficiency Services