

**County of San Diego, Health and Human Services Agency (HHS)A)  
General Relief Program Guide (GRPG)**

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**Revision Date:**  
November 1, 2019

**A. Background:**  
This section provides information regarding the presumption of employability in the GR Program.

**Purpose:**  
This section has been reformatted to current format and updated Job Search requirements. Effective October 1, 2019, Job Search requirements have been revised to Supervised Job Search.

**Policy:**

**B. All GR Applicants:**  
Presume all GR applicants to be Able-Bodied (AB). Only determine if Unemployable (UE) upon receipt of medical evidence indicating that the applicant is not employable or is otherwise aided under the Incapacitated or Interim Assistance programs.

**C. Definitions:**

The table below shows some definitions of terms used in this section and their treatment in the Employable Program.

<b>Term</b>	<b>Definition/Treatment</b>
Able-Bodied (AB)	Individuals who are physically and mentally able to accept employment. Unless acceptable verification of a medical or mental disability is provided to confirm otherwise, consider the following people AB: <ul style="list-style-type: none"> <li>• People with alcohol or drug dependence</li> <li>• People with limited English-speaking capability</li> <li>• People with limited English literacy</li> <li>• People with limited job skills or training.</li> </ul> These people may be eligible to receive extended aid if they have extenuating circumstances, have a verified course of action to address and/or correct the situation within a limited time, and are approved for a hardship waiver from time limits by the GR Program Manager.
Unemployable (UE)	An individual with a physical or mental impairment that substantially limits one or more major life activities.
Conditionally Employable	Individuals who claim to be employable for light work only or who have verified medical limitations because of a temporary or permanent medical condition which precludes some type of work activity. These customers are also identified as “employable with restrictions.” This will also include individuals who are unable to be assigned to the work project because there is not a site available.

**D. Conditionally Employable – Work Project Requirement:**  
Conditionally Employable customers may have the work project requirement reduced, substituted, or waived entirely by written approval of the FRC Manager under the following circumstances:

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- No suitable work project site can accommodate the customer’s medical restrictions without aggravating the customer’s medical condition
- Image written exemptions or modifications in the E&T case and document in Case Comments
- FRC staff will report the need for sites to accommodate specific medical restrictions to the CalFresh E&T SW via form 11-55 HHSA
- If feedback from the CalFresh E&T SW indicates that a work project site cannot be developed to accommodate the customer’s medical restrictions, the FRC Manager may modify or substitute the work project requirement for the remainder of the certification period, and additional 11-55 HHSA forms will not be required
- There is not a work project site available for the customer.

**E. Conditionally Employable – Supervised Job Search Requirement:**

Conditionally Employable customers may also have the Supervised Job Search requirement modified with written approval of the FRC Manager under the following circumstances:

- The medical limitation severely restricts access to potential employers
- There is a shortage of available employment opportunities within the community that can accommodate limitations.

Image written exemptions or modifications in the E&T case and document in Case Comments.

**F. Administrative Unemployability:**

Customers sometimes may declare themselves employable and able to work, when it appears to the worker that they are unemployable. In these situations, follow the steps in Processing Guide 90-700.3A.

**G. Both Spouses Employable:**

If both spouses are employable, both must cooperate with all Employable Program requirements. If either of the spouses is non-cooperative, both spouses will be ineligible during the employable sanction period.

**H. Employable with Unemployable or Incapacitated Spouse:**

If only one spouse is employable, aid both spouses as an employable couple for budgeting and certification periods.

<b>If the employable spouse is ...</b>	<b>Then ...</b>
cooperative with all Employable Program requirements,	continue the couple for another monthly period of aid.
non-cooperative,	discontinue only the non-cooperative spouse and apply the sanction. The UE/Incapacitated spouse, if otherwise eligible, will continue to receive aid under the requirements of the UE or Incapacitated Program (IP). The UE or IP spouse must meet timely reporting requirements for both during the sanction period.

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When the sanction period is over and the employable spouse requests to be added back to the case, a new application is required.

**I. Treatment of Married Couple – One Time-Expired, One Unemployable/Incapacitated/Interim Assistance:**

For cases with married couples when one spouse becomes time-expired as AB and the other spouse remains eligible to UE, IP, or Interim Assistance Program (IAP), continue the case for the rest of the 12-month certification period, as appropriate. Take the actions in Processing Guide 90-700.3B.

**Procedure:**

Follow the actions in the policies above and Processing Guide 90-700.3A and 3B for GR Employable requirements.

**Other Program Impacts:**

None

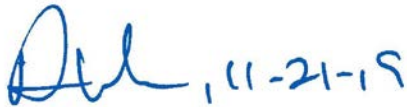
**References:**

Program Guide Letters 65 and 73

**Sunset Date:**

This policy will be reviewed for continuance by November 30, 2022.

**Approval for Release:**



Rick Wanne, Director  
Eligibility Operations