



**Office of Children
and Family Services**

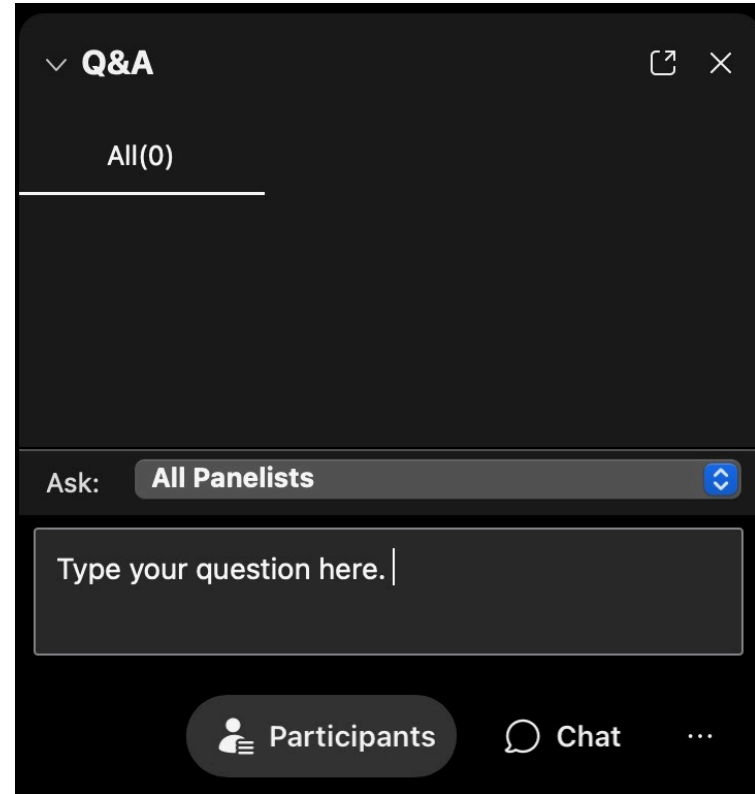
Child Care Workforce Retention Grant: Impact to Benefits

August 17, 2023

Housekeeping

Please note that all attendees are muted. We encourage you to ask questions by typing them into the Q&A box. Any questions not answered during this webinar will be added to a Q&A document.

This slide deck and Q&A document will be available in English & Spanish and posted to the OCFS Workforce Retention grant website.



Agenda

- Welcome and Introductions
- Overview of Workforce Retention Grant
- Possible Impacts to Public Benefits
- Question and Answers

Introductions

- Housing- NYS Homes and Community Renewal
 - Joshua Santola, *Research and Policy Manager*
- Medicaid- NYS Department of Health
 - Peggy Noonan, *Bureau of Community Enrollment and Eligibility Processing*
- SNAP- NYS Office of Temporary and Disability Assistance
 - Wendy Demarco, *Director of Food and Nutrition Policy*
 - Jarrod Parker, *Temporary Assistance Specialist, SNAP Bureau*
- Temporary Assistance- NYS Office of Temporary and Disability Assistance
 - Melissa Alexander, *Temporary Assistance Specialist, TA Bureau*

Overview of Child Care Workforce Retention Grant

Grant Overview – Purpose & Funding

- Purpose: Support the early childhood education and child care workforce by providing funds for staff retention bonuses and recruitment activities
- \$500 Million in Grants available
- 2 Funding Sources
 - 1) CRRSA
 - 2) ARPA Discretionary



Grant Overview

The Workforce Retention Grant is one grant, comprised of two components.

Only eligible child care programs can apply for the grant, individual staff cannot apply.

Applicants who are awarded will receive one grant (both components) and must comply with all grant terms and eligible expense types for each component.

Grant Overview – Component A

Component A - Staff Retention Bonuses

Programs request on behalf of all existing eligible staff.

The entirety of the bonus amount must be passed on to the staff who remain eligible at the time of payment.



Grant Overview – Component B

Component B - Staff Recruitment Expenses and Payroll Tax Assistance

- **Staff Recruitment:** Programs will receive funds to pay for expenses related to recruiting and hiring new staff.
- **Payroll Tax Assistance:** Used by programs to offset employer taxes incurred while issuing bonus payments to their staff or recruitment expenses paid.



Workforce Retention Grant Overview

To streamline and simplify the application process, OCFS is offering a single online application.

1. Go to:
<https://ocfs.ny.gov/programs/childcare/grants/workforce-grant/>
2. Click on the **Apply Now** link.
3. Deadline to apply is **September 15, 2023 @ 11:59 PM EST**

Division of Child Care Services

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Workforce Retention Grant

[Apply Now](#)

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- [Grant Application Resources for Providers](#)
- [Grant Application Resources for Staff](#)
- [Workforce Retention Grant Help Line](#)

Workforce Grant Website

- Overview
- Statement of Grant Opportunity
- Important Dates
- Promotional Flyers
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- Eligibility Requirements
- Staff Eligibility Requirements
- Grant Application Resources
- Workforce Retention Grant Assistance

<https://ocfs.ny.gov/programs/childcare/grants/workforce-grant/>

THE CHILD CARE WORKFORCE RETENTION GRANT IS COMING SOON!



THE NYS OFFICE OF CHILDREN & FAMILY SERVICES IS OFFERING **\$500 MILLION IN GRANTS** TO SUPPORT THE CHILD CARE WORKFORCE.

Programs will be able to apply for:
Recruitment Funds & Staff Bonuses!
Bonuses will range from \$2,500 - \$3,000 for all eligible employees within a grant cycle.

JULY 2023

1	2	3	4	5	6	7	8
9	10	11	12	13	14	15	16
17	18	19	20	21	22	23	24
25	26	27	28	29	30	31	

THE APPLICATION PORTAL OPENS WEDNESDAY, JULY 26TH

Get ready and learn more at:
<https://ocfs.ny.gov/programs/childcare/workforce-grant>

Office of Children and Family Services

¡ATENCIÓN PROGRAMAS SACC!
 LA SUBVENCIÓN DE RETENCIÓN DE LA FUERZA LABORAL DE CIUDADANO INFANTIL. LLEGARÁ PRONTO.



LA OFICINA DE SERVICIOS PARA NIÑOS Y FAMILIAS DEL ESTADO DE NUEVA YORK ESTÁ OFRECIENDO **\$500 MILLONES EN SUBVENCIONES PARA APOYAR A LA FUERZA LABORAL DE CIUDADANO INFANTIL.**

Los programas podrán solicitar:
¡Fondos de contratación y bonos para personal!
Los bonos comenzarán en \$2,500 para todos los empleadores elegibles. ¡Inmediatamente mismo están aplicables.

JULIO 2023

1	2	3	4	5	6	7	8
9	10	11	12	13	14	15	16
17	18	19	20	21	22	23	24
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El portal de aplicaciones abre el miércoles 26 de julio.

Este programa debe comunicarse con la OCFS y detener el pago de la subvención para la atención de personal si el programa no puede recuperar los empleados en el plazo de la primera semana completa en que el programa empieza las citas, pero en ningún caso después del 8/20/23, o el programa no empieza a dar citas un día de semana presidencial en el plazo de la primera semana completa en que le asocia empieza las citas, pero en ningún caso después del 8/20/23.

Prepárese y obtenga más información en:
<https://ocfs.ny.gov/programs/childcare/workforce-grant/>

Office of Services for Children and Families



Office of Children and Family Services



**Homes and
Community Renewal**

Housing NYSHCR

NYS HCR Section 8 Housing Choice Voucher Program

What is HCR?

NYS Homes & Community Renewal (HCR) is New York State's affordable housing agency. In addition to the Housing Choice Voucher program, administered programs include, project-based rent administration, project financing & new construction, low-income tax credits, SONYMA mortgage assistance, rent regulation, tenant protection and fair housing.

HCR is one of almost 200 Public Housing Agencies (PHAs) in New York State alone, many of whom also administer housing choice vouchers. HCR currently operates in 51 counties across NY (including New York City) through a network of non-profit agencies, county governments and private contractors known as Local Administrators (or "LAs").

HOUSING CHOICE VOUCHERS (HCV)

What is the Housing Choice Voucher (HCV) Program?

- The housing choice voucher program was created to assist very low-income families to afford decent, safe, and sanitary housing in the private market.
- It is a major federal program funded by the U.S. Department of Housing & Urban Development (HUD) and administered locally by public housing agencies (PHAs).
- A family that is issued a housing voucher is responsible for finding suitable housing of the family's choice that meets a minimum standard of health and safety, determined by the PHA.

HCV Eligibility

Who is eligible for the HCV Program?

- Federal regulations and PHA policy determine program eligibility. Once an applicant has been determined eligible, issued a voucher and finds housing, the PHA calculates each portion of housing subsidy paid to the landlord. One portion of the housing is paid on behalf of the participating family to the landlord directly by the PHA and the family pays the landlord the difference. In general, if all program requirements continue to be met, participation continues until 30% of the household's income exceeds their unit's gross rent.
- A PHA will regularly collect information on family income, assets, and family composition which is verified with local agencies, employers, etc. To remain eligible, household income generally may not exceed 50% of the median income for the city or county in which the family chooses to live. (HUD publishes this income limit data annually - link is on the Resource page). This income data is used to determine the amount of the housing assistance payment to be paid on the tenant's behalf and is re-calculated on at least an annual basis.

Does the Child Care Stabilization Grant affect HCV eligibility?

If I as a housing choice voucher participant receive the Child Care Stabilization grant, will it count as income in the HCV program? What if I use the grant money toward my business expenses, rent, salary, etc., would that affect eligibility?

Income Determination Factors

- While there are many elements involved in determining income eligibility in the HCV program, for monies received to be counted as income, the source (whether earned or unearned) must generally be considered regular and/or recurring.
- For HCR's HCV participants it has been determined that any monies received from this year's Child Care Stabilization Grant shall be considered temporary and/or sporadic and therefore excluded from calculations for purposes of one's eligibility or rent determination, regardless of its' usage. Simply stated the money received from this grant will not be counted as income for our voucher holders.

Disclaimer: While our representative at HUD does agree with the above interpretation, unfortunately we are not authorized to make the same determination for any other PHA on this matter.

Additional HCV Resources

Regulations as found at: 24 CFR Part 982

www.hud.gov

HUD's HCV Income Determination Guidance including income inclusion and exclusions:

https://www.hud.gov/sites/dfiles/PIH/documents/PHOG_Income_Determination_FINAL.pdf

[HUD Housing Choice Voucher Program Guidebook](#)

<https://www.huduser.gov/portal/datasets/il.html> HUD Income Limits

<https://www.huduser.gov/portal/datasets/fmr.html> HUD FMR's

https://www.hud.gov/program_offices/public_indian_housing/programs/hcv/semap HUD SEMAP
(Assessment) Requirements



Department
of Health

Medicaid



Department
of Health

Impact on Medicaid Eligibility

Childcare Stabilization grants are
countable income for MAGI and
non-MAGI populations

MAGI Medicaid Impact

- Self-employment budgeting
 - Earnings and expenses are evaluated
 - If grant is received and funds are used, those expenses (repairs, supplies, advertising, etc..) are deducted from the income
 - If funds are used, minimal impact to net income
- Continuous Coverage
 - MAGI populations (Adults under 65 w/out Medicare, Pregnant Individuals and Families) receive 12 months of eligibility regardless of changes in income
 - If family has already renewed for the year, an increase in income will not result in disenrollment from Medicaid.
 - Maintain eligibility for 12 months

Peggy Noonan

Division of Eligibility and
Marketplace Integration

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Office of Temporary
and Disability Assistance

Supplemental Nutrition Assistance Benefits (SNAP)

What is SNAP?

- Formerly known as Food Stamps.
- Federally-funded, locally-administered entitlement program.
- Participants receive monthly benefits electronically, via EBT card, which can be used to purchase food at authorized food retail stores.
- Helps low-income working people, senior citizens, disabled individuals and others feed their families.
- Application is easy and can be done online, in-person, or through the mail.

How much is the benefit?

- Benefit levels are determined by a variety of factors such as:
 - Income Level
 - Household Size
- Benefit levels are adjusted annually at the federal level.
- Current maximum monthly SNAP benefit amounts (as of 10/1/22)

Household Size	Maximum Allotment*
1	\$281
2	\$516
3	\$740
4	\$939
5	\$1,116
6	\$1,339
7	\$1,480
8	\$1,691
For each additional member	\$211 +

Who is eligible?

- Like the benefit calculation, eligibility for SNAP is based on a variety of factors, such as:
 - Household size
 - Income level
 - The presence of children, aged, or disabled individuals in the household composition
 - Employment status
- Similar to SNAP benefit levels, income eligibility criteria are also set at the federal level and updated annually.

Income Eligibility Thresholds

Without Earned Income (no elderly or disabled member)		
Family Size	Monthly Gross Income	Annual Gross Income
1	\$1,473	\$17,676
2	\$1,984	\$23,808
3	\$2,495	\$29,940
4	\$3,007	\$36,084
5	\$3,518	\$42,216
6	\$4,029	\$48,348
7	\$4,541	\$54,492
8	\$5,052	\$60,624
Each additional person	\$512 +	\$6,144 +

With Earned Income (no elderly or disabled member)		
Family Size	Monthly Gross Income	Annual Gross Income
1	\$1,699	\$20,388
2	\$2,289	\$27,468
3	\$2,879	\$34,548
4	\$3,469	\$41,628
5	\$4,059	\$48,708
6	\$4,649	\$55,788
7	\$5,239	\$62,868
8	\$5,829	\$69,948
Each additional person	\$590 +	\$7,080 +

w/Elderly or Disabled Member or w/Dependent Care Expenses		
Family Size	Monthly Gross Income	Annual Gross Income
1	\$2,265	\$27,180
2	\$3,052	\$36,624
3	\$3,839	\$46,068
4	\$4,625	\$55,500
5	\$5,412	\$64,944
6	\$6,199	\$74,388
7	\$6,985	\$83,820
8	\$7,772	\$93,264
Each additional person	\$787 +	\$9,444 +

What is Countable Income for SNAP?

- Whether Earned or Unearned, most regularly received, ongoing payments are considered countable income for SNAP eligibility purposes unless program rules specifically allow for them to be excluded.
- Is a payment received in addition to regular wages or salary (e.g., bonus) considered income?
 - It depends on how the payment is received. If it is received as a single, lump sum payment then it would not likely be counted as income for SNAP eligibility purposes. Some bonus payments, however, may be issued in regular, recurring intervals and would be considered income.

Reporting Changes

- Certain changes in circumstances need to be reported by SNAP households during their certification period.
- SNAP households with Earned Income:
 - Must report when their monthly income increases beyond 130% of the FPL.

Family Size	Monthly Gross Income*
1	\$1,473
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4	\$3,007
5	\$3,518
6	\$4,029
7	\$4,541
8	\$5,052
Each additional person	\$512 +



**Office of Temporary
and Disability Assistance**

Temporary Assistance Benefits

What is Temporary Assistance?

- Temporary Assistance is assistance provided to eligible individuals and families who need temporary help meeting their basic needs.
- Temporary Assistance provides cash and non-cash benefits to help with things like housing costs, day-to-day necessities and utility assistance.

Temporary Assistance Benefit Implications

- For child care workers receiving Temporary Assistance benefits, there will be no effect on their benefits.
- These cash grants will be excluded as income and disregarded as a resource for purposes of determining Temporary Assistance eligibility.
- Language authorizing the exclusion of these funds was included in statute

Temporary Assistance Related Questions

- Individuals should direct questions about any impacts on their current benefits to their workers at their local departments of social services (districts).
- To find the phone number of your local district office, you may visit the OTDA website & go to “Resources for Working Families” at the bottom of the page or visit <https://otda.ny.gov/workingfamilies/dss.asp> directly. This phone number should also be on any notices you’ve received from the local district.

Questions?

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