

## 24.10 COMMUNITY SERVICE PROGRAMS (CS)

Community Service Programs are those structured programs in which WV WORKS participants perform work for the direct benefit of the community through public or nonprofit organizations. This could include public or private volunteer organizations. Community Service is limited to projects that serve a useful community purpose in fields such as health, social service, environmental protection, education, urban and rural redevelopment, welfare, recreation, public facilities, public safety, and child care. Community Service programs must be supervised daily.

The Community Service component is governed by the Fair Labor Standards Act (FLSA). Participants assigned to this component must also be enrolled in the FLSA (FL) component. The actual hours are scheduled using the WV WORKS FLSA Computation Sheet, DFA-WVW-FLSA-1, and are entered in the FL and CS components and documented in CMIC. The DFA-WVW-FLSA-1 is filed in the participant's case record. At the end of the reporting period, the Worker must record the actual hours completed in the CS Core component and the scheduled hours as assigned by FLSA computations are recorded in the FL component. If the hours reported in the CS component match the hours reported in the FL component, the participant will be deemed to meet the Core participation requirements.

Community Service participation is a self-initiated volunteer activity on the part of WV WORKS clients. Client selection of a volunteer position with a community agency is acceptable if the agency and position meet the definition of Community Service under the first paragraph of this section. The Worker may provide clients with a known list of local appropriate Community Service sites. However, the Worker must not direct or "place" clients at any particular volunteer site.

The Worker is responsible for contacting the community agency selected by the client in order to confirm what tasks the volunteer work entails, how the placement will enhance the client's job skills and experience, the days and number of hours of work which will be completed each week, and what service is being provided to the community. The Worker must then complete a Volunteer Job Description which will include the information above in addition to the expected length of time of participation for the client and how the participation will enhance the ability of the client in his transition to employment. A copy of the Volunteer Job description must be placed in each client's case record. Volunteer positions should be reviewed on a monthly basis to determine the usefulness of the client's participation and if placement in another activity may be more appropriate. A template of the Volunteer Job Description is in Appendix E.

### A. ACTIVITIES WHICH ARE NOT UNDER COMMUNITY SERVICE

Examples of activities which do not fall under Community Service include but are not limited to:

— Substance abuse treatment programs (See Section 24.8)

- Mental health (See Section 24.8) and family violence counseling
- Life skills training (See Section 24.8)
- Parenting classes
- Job readiness classes (See Section 24.8)
- Caring for a disabled family member (See Section 13.8)
- Shoveling a neighbor's driveway
- Running errands for a neighbor
- Arranging or keeping doctor's or vision/dental appointments
- Arranging housing
- Arranging transportation or day care
- Serving as a foster parent
- Attending meetings with the child's teacher, principal, or school counselor
- Parents reading to their child(ren)
- MDT meetings
- WV WORKS orientations
- Assessment testing

**NOTE:** Under no circumstances will Community Service participation be allowed at active CWEP and JOIN contract sites.

#### B. DETERMINING THE HOURS OF PARTICIPATION

In determining hours of participation for Community Service activities, the Fair Labor Standards Act of 1938 (FLSA) applies. The maximum monthly participation obligation is determined in the same manner as for CWEP and JOIN and calculated using the DFA-WVW-FLSA-1. See Section 24.9. An updated PRC, reporting a change in the number of assigned hours is required anytime there is a change in the applicable minimum wage, the amount of benefits received, or household composition.

**NOTE:** The minimum wage used for the calculation is the federal or state minimum wage, whichever is higher.

**EXAMPLE:** A single parent with a child age 10, has a participation requirement of 30 hours/week average, and receives monthly benefits of:

301	WV WORKS benefit
+284	Food Stamp benefit
+ 25	CSI
<hr/> 610	
- 75	Redirected Child Support
<hr/> 535	
÷	<b>\$7.25 = 73.79 = 73</b> participation hours

Assigned weekly hours of **17** are entered on WPCS in the FL **and CS** components. As long as the participant attains his hours required by FLSA and these are recorded in the CS component, he is deemed to be meeting his core activity of 20 hours/week work requirement. The Worker must assign this participant an additional minimum of 10 hours average per week in an activity not regulated under FLSA to meet the required average of 30 hours/week. Actual average weekly Community Service participation hours must be entered in WPSC. See Section 24.3 for participation requirements.

**EXAMPLE:** Single parent with 12 year old receives the following:

201	WV WORKS benefit
+284	Food Stamp benefit
+ 25	CSI
<hr/> 510	
- 60	Redirected Child Support
<hr/> 450	
÷	<b>\$7.25 = 62.06 = 62</b> participation hours

The assigned weekly hours of **14** are entered on WPCS for CS **and FL**. As long as the participant attains his hours required by FLSA, he is deemed to be meeting his core activity of 20 hours per week work requirement. Actual hours completed are entered on WPSC from the timesheet into the Core CS component. He must be assigned 10 hours per week in another activity not regulated by FLSA.