



NC Department of Health and Human Services

Able-Bodied Adult Without Dependents (ABAWD) and Work Registration Requirements

April 2023 In-person Regional Meeting

Work Registration and ABAWD



FNS Work Registration vs. ABAWD Requirements

Work Registration 240

- Age 16 - 59
- Fit for employment
- Working under 30 hrs. per week
- Not already complying with work requirements of another program
- Not students
- Not responsible for a child under 6

ABAWD 260

- Age 18 - 49
- Fit for employment
- Working under 20 hrs. per week or 80hrs month
- Does not live in a FNS household with a minor
- Not pregnant
- Not already exempt from general work requirement
- Not covered by time limit waiver or 15 percent exemption

Requires Individuals to:

General Work Registration Requires that Individuals:

- Register for work
- Participate in an E&T or workfare program if assigned by County or State
- Accept suitable employment if offered
- No voluntarily quit or reduction in work hours under 30 per week

Requires that ABAWDs:

- Work (paid, unpaid/in-kind, and/or volunteer) or participate in a work program (e.g. E&T) at least 20 hours per week, averaged monthly
- Participate in and comply with a workfare program (if applicable)

Work Registration Exemptions 240.03

Work Registration Exemptions

- **Age**

1. Age 60 or older;
2. Younger than age 16;
3. Age 16 or 17 and not the head of household;
4. Age 16 or 17 head of household and in school as least half-time;
5. Age 16 or 17 head of household

- **Parent/Caretaker**

1. Parent of other FNS unit member responsible for care of child under 6. If both parents are in the home, only one can claim this exemption.
2. Parent responsible for child over 5 under 12, when child care is not available to allow parent to work or join work study program.

- **Caretaker of Incapacitated Person-** FNS unit member responsible for the care of an incapacitated person.

- **Unemployment Insurance Benefits (UIB)-** FNS unit member has applied for or is receiving UIB. This also applies for members who's UIB is in appeal status.

- **Physically or Mentally Unfit for Employment-** Verify the disability if the person does not receive a disability payment. The DSS-8655 is a great resource to obtain this verification.

Work Registration Exemptions 240.03

Work Registration Exemptions Continued

- **Disabled Specified Person-** FNS unit member meets the definition of a disabled specified person. (FNS policy section 212.02)
- **Narcotics Addict or Alcoholic-** FNS unit member who participates regularly as a resident or nonresident in a drug or alcoholic treatment program. Verify participation through organization or institution.
- **Student-** FNS unit member 18 or older and enrolled at least half time (defined by institution) in any training program or school; including high school or institution of higher education.
- **Jointly processed SSI household-** FNS unit member who applies for both SSI and FNS benefits at the Social Security Admin. Office.
- **Refugee Household-** Refugee subject to work requirements imposed by a Refugee Resettlement Program.
- **Work First Family Assistance applicant or participant-** FNS unit members applying for or receiving WFFA who are subject to employment service requirements.

Work Registration Exemptions 240.03

Work Registration Exemptions Continued

- **Employed/Self-Employed-** FNS unit member who works an average of 30 hours weekly or receives weekly earnings equal to the federal minimum wage multiplied by 30 hours. Current minimum wage is \$7.25 an hour. Calculation- $30 \times 7.25 = \$217.50$, if a client makes more than this amount weekly, they are exempt from Work Registration regardless of the actual hours worked. *Reminder- Worker needs to make sure to enter working hours on the evidence dashboard.
- **Parent Operating a Home School-** FNS unit member when the academic instruction is conducted as least 30 hours per week. Verification is required and registration of a home school can be obtained through the NC Division of Non-Public Education at www.ncdnpe.org/hhh303a.htm.

ABAWD Exemptions 260.01

ABAWD Exemptions

- **Exempt from Work Registration requirements-** FNS unit member meets one of the Work registration exemptions, this will automatically exempt client from ABAWD.
- **Age-** Under 18 or 50 years of age or over. ABAWD requirements begin the month after the 18th birthday and end the month of the 50th birthday. Example: Client turns 18 on April 28th, client is subject to ABAWD requirements in May. Client turns 50 on April 28th, client is exempt from ABAWD requirements in April.
- **FNS Unit contains members under age 18**
- **Pregnancy-** No minimum length of pregnancy needed to meet exemption. Medical statement is necessary if pregnancy is not obvious. Make sure to document case well.

ABAWD Exemptions 260.01

- **Unfit for employment**
 1. Receiving public or private disability.
 2. Obviously unfit for work based on worker's observation or judgment. This must be documented in NC FAST.
 3. Medically certified as physically or mentally unfit for employment.
 4. Unfit for employment due to chronic homelessness.
 - a) Homelessness in and of itself is not an exemption, it is an indicator, worker must document why homelessness makes client unfit for work to use this exemption.
 5. Unfit for employment due to alcohol or drug dependence addiction.
- **Resides in a county under ABAWD waiver**

FNS Work Registration vs. ABAWD Requirements

Do Work Registration and ABAWD Exemptions Apply to the Same People?

Yes and **No**

Yes for Work Registration because if an individual is exempt from Work Registration they are exempt from ABAWD.

Example of Yes: 18 year old comes in and applies for FNS and is working 30 hours weekly. This individual is exempt from Work Registration and from ABAWD because Work Registration requires an individual to work at least 30 hrs weekly and ABAWD requires an individual to work at least 20 hrs weekly. This clears both requirements and exempts the individual from Work Registration and ABAWD.

Example of Yes: Individual comes in and applies for FNS and is caring for his 80 year old incapacitated grandmother. The exempts client from work registration as well as ABAWD.

Example of Yes: Individual comes in to apply for FNS and is receiving MAD Medicaid. This individual is exempt for Work Registration as well as ABAWD.

Do Work Registration and ABAWD Exemptions Apply to the Same People?

No for ABAWDs because an individual that is exempt from ABAWD, is not necessarily exempt from Work Registration.

Example of No: 18 year old comes in and applies for FNS and is working 20 hours weekly. This exempts the 18 year old from ABAWD, but because it is less than 30 hours weekly this individual is still subject to Work Registration.

Example of No: Woman comes in and applies for FNS benefits and is 4 months pregnant working 10 hours weekly. Client is not visibly pregnant but receives Pregnancy Medicaid and pregnancy is verified. Client is exempt from ABAWD but is still subject to Work Registration.

Example of No: Individual comes in to apply for FNS and is currently living in his car, states he is not able to work because he is unable to maintain personal hygiene to obtain employment. Client is exempt from ABAWD but is still subject to Work Registration.

Meeting ABAWD Requirements 260.03

Any month an individual meets at least one of the following conditions is considered to meet ABAWD requirements for that month. These are considered non-countable and do not count towards the ABAWDs 3-month limit.

- **Prorated month of benefits-** Example: client applies on 4/2/2023, client is exempt for the month of April because the benefits will be prorated.
- **Employed/Self-Employed**
 1. Working an average of 20 hours per week (80 hours in the month). Work can be any of the following:
 - a) Paid employment regardless of earnings.
 - b) Self-Employment regardless of earnings.
 - c) Volunteer work for any legitimate public or private non-profit organization.
 - d) Work in exchange for goods or service (such as but not limited to work in exchange for a place to live).
 - e) Any combination of the above.
- **Good Cause**
 1. ABAWD would have worked 80 hours but missed some work due to good cause.
 2. Circumstances beyond the individuals control, such as but not limited to, illness of FNS unit member or another household member affecting member's ability to work, household emergency, or unavailability of transportation.

Meeting ABAWD Requirements 260.03

Any month an individual meets at least one of the following conditions is considered to meet ABAWD requirements for that month.

- **Participating in and complying with requirements of a work program for an average of 20 hours a week (80 hours per month).**

4. Qualifying Work Program Activities:

Qualifying Component	Description	Hours required per week
WIOA (WIA) programs	The goal is to increase opportunities for employment, education, and training. Can include job search, occupational skills training, on-the-job training, job readiness training, adult education and literacy activities, etc.	20 hours
A program under section 236 of the Trade Act of 1974 Trade Adjustment Assistance (TAA):	Training programs for workers that have lost or may lose their jobs Provides aid to workers who have lost their jobs as a result of foreign trade.	20 hours
E&T education or training	Aims to improve basic skills or employability and have a direct link to employment. Can include basic education, vocational or technical training, and on-the-job training. Job search activities must be less than half of required hours. Activities must be described in State SNAP E&T Plan.	20 hours, alone or combined with other activities
E&T work experience	Designed to improve the employability of participant through actual work experience and/or training; placements can be with private, for-profit companies. Placements at public and private sector employers. Can include for-profit employers. Activities must be described in State SNAP E&T Plan.	20 hours, alone or combined with other activities. Mandatory unpaid work hours equal to the result obtained by dividing a household's SNAP allotment by the higher of the applicable Federal or State minimum wage.

Exemptions Quiz

Scenario	Exempt from Work Registration?	Exempt from ABAWD?	Exempt from Both?	Meeting ABAWD Requirements?
36 year old working 25 hours weekly at \$14.00 hr.				
42 year old working 20 hours weekly babysitting for sister and is paid \$50.00 on Fridays.				
23 year old 8 months pregnant currently not working.				
27 year old just started self-employment lawn care business working 40 hours weekly, currently making \$80-\$100 weekly.				

Exemptions Quiz Answers

Scenario:	Exempt from Work Registration?	Exempt from ABAWD?	Exempt from Both?	Meeting ABAWD Requirements?
36 year old working 25 hours weekly at \$14.00 hr.	Yes	Yes	Yes	Yes
42 year old working 20 hours weekly babysitting for sister and is paid \$50.00 on Fridays.	No	Yes	No	Yes
23 year old 8 months pregnant currently not working.	No	Yes	No	N/A
27 year old just started self-employment lawn care business working 40 hours weekly, currently making \$80-\$100 weekly.	Yes	Yes	Yes	Yes

Exemptions Quiz Answers Explanation

Scenario:	Exempt from Work Registration?	Exempt from ABAWD?	Exempt from Both?	Meeting ABAWD Requirements?
36 year old working 25 hours weekly at \$14.00 hr.	Yes-Why? Client earning more than 30 x \$7.25 wkly.	Yes- Why? Client is meeting work registration exemption.	Yes- Why? Client earning more than 30 x \$7.25 wkly.	Yes- Why? Client is meeting work registration exemption.
42 year old working 20 hours weekly babysitting for sister and is paid \$50.00 on Fridays.	No-Why? Client is not working 30 hrs. wkly. nor earning required amount.	Yes- Why? Client is working 20 hrs. wkly.	No- Why? Client is not exempt from work registration to be exempt from work registration.	Yes- Why? Client is working 20 hrs. wkly.
23 year old 8 months pregnant currently not working.	No- Why? Pregnancy is not an exemption and client is not working 30 hrs. wkly nor earning required amount.	Yes- Why? Client is pregnant.	No- Why? Pregnancy is not an exemption for Work Registration, only ABAWD.	N/A- Why? Client is pregnant.
27 year old just started self-employment lawn care business working 40 hours weekly, currently making \$80-\$100 weekly.	Yes- Why? Client is working more than 30 hrs. wkly.	Yes- Why? Client is working more than 30 hrs. wkly.	Yes- Why? Client is working more than 30 hrs. wkly.	Yes- Why? Client is working more than 30 hrs. wkly.

Regaining ABAWD Eligibility

ABAWDs who have exhausted the (3) three countable months may regain eligibility at any time by:

- ✓ meeting ABAWD FNS work requirements**
- ✓ meeting an exemption**

Bonus Months

- **An ABAWD who was meeting (but is no longer in compliance with) ABAWD Work Requirements may be eligible to receive three 3-consecutive bonus months, once in a three 3-year period.**
- **Prorated months are not counted toward bonus months.**

ABAWD Time Clock

All counties in North Carolina are subject to ABAWD policy.

The current fixed clock period is three years January 1st, through December 31st, starting Jan 1, 2022 – December 31, 2024.



Work Registration and ABAWD NC FAST Functionality

Child Welfare Users [Click Here](#)

Welcome to NC FAST

North Carolina Families Accessing Services through Technology

NOTICE: This system is the property of the State of North Carolina and is for authorized use only. Unauthorized access is a violation of Federal and State law. All software, data transactions, and electronic communications are subject to monitoring. All information on this computer system may be intercepted, recorded, read, copied and disclosed by and to authorized personnel for official purposes, including criminal investigations. Such information includes data encrypted to comply with confidentiality and privacy requirements. Access or use of this computer system by any person, whether authorized or unauthorized, constitutes consent to these terms. There is no right of privacy in this system.

[I Agree](#)

You will be redirected to the NCID site to log into NC FAST.

Release: ONM_P14.16.0.8-b1c7.0.11-i3t0p0_155883.5543

Helpful Job Aids Located in Fast Help

1. **ABAWD Work Requirements Exemption Job Aid**
2. **Paid and Unpaid/Volunteer Work Job Aid**
3. **Adding Work Registration Evidence Job Aid**
4. **Adding Employment Job Aid**
5. **Work Registration Exemptions Job Aid**

What Will Happen in NC FAST with ABAWD Evidence?

Before the waiver ends

- Counties need to review the ABAWD Ineligibles Without Work Non-Participation report that is published in FAST Help monthly to ensure that work non-participation evidence has been entered for all ABAWDs.

When the waiver ends

- NC FAST will systematically remove all countable months for ABAWDs and all ABAWDs will have 3 “countable” months available, with the first countable month being July 2023.
- Caseworkers will no longer enter work non-participation evidence of “**COVID-19**”.
- NC FAST will systematically end-date all COVID 19 Work Non-Participation evidence for 6/30/2023, no county action is required.

Work Registration Evidence

Work Registration evidence needs to be updated at each application, recertification and change in Work Registration status, this includes sending an updated DSS-8569 as well. Updating this evidence at each event ensures evidence is current and can help prevent Work Registration errors.

Home Change History Issues Verifications

Home ↻ 🖨️ ?

Updated On	5/23/2022 10:04	Received Date	5/23/2022
Effective Date of Change		Change Reason	
Approval Requested	No	Approval Status	Approved
Status	Active	Updated By	Tiffany Summers

Work Registration Details

Household Member		Date DSS-8569 Provided and Verbally Explained	5/23/2022 
Program	Food & Nutrition Services	Work Registration Status	Registered
Start Date	8/31/2022	End Date	
Lost Employment/Good Cause for Health Coverage for Workers with Disabilities	No	Connection to Workforce for Health Coverage for Workers with Disabilities	No

Exempt from FNS Work Requirements

New Work Non-Participation Evidence ? x

* required field

Received Date *

Work Non Participation Details

Household Member *

Program and Non Participation Reason *

Start Date *

Comments

- Accepted a job 30 or more hours / week that did not materialize through no fault of the claimant
- Applied for SSI and FNS at SSA
- Applying for / Receiving WF and Subject to Work Requirements
- Applying for SSI and FA
- Beyond Control of Member
- Care of Child Under 6 Not in Home
- Care of Incapacitated Person Not In Home
- Contracts Out Self-Employment and Works 30 Hours
- Discrimination
- Domestic Violence
- Due to patterns of employment, i.e., migrant farm work or construction

Select Food & Nutrition Services

Select Non-Participation Reason

Application Date or Date Verification Provided if received after application is processed.

Pregnancy/Disability Evidence

Complete appropriate evidence(s) to enter ABAWD exemptions, as needed.

New Pregnancy Evidence ? × * required field

Received Date* 12/1/2015 📅

Pregnancy Details

Household Member* ▼ Presumptively Eligible

Due Date* 📅 Use Codes for Special Aliens ▼

Start Date* 📅 End Date 📅

Father Details

If the father is a case participant, please select from below.

Father Participant ▼

If the father is not a case participant but is registered on the system, please select from below.

Father 🔍 📄

If the father is not registered on the system, complete the father details below.

First Name Surname

Apt/Suite Street 1

Street 2 City

County ▼ State ▼

Zip

Phone Area Code Phone Number

Comments

Save Cancel

New Disability Evidence ? × * required field

Received Date* 12/1/2015 📅

Disability Details

Household Member* ▼

Disability Type* ▼

Brain Injury Category ▼

Disability Duration ▼

Start Date* 📅 End Date 📅

Competency Status ▼ Date Competency 📅

Established Disability Mode ▼

1619(b) Recipient Determination is Pending

Date of Diary/Re-Exam 📅

HCWD Details

Still has underlying condition? ▼

Still receiving treatment for condition? ▼

Maybe disabled if treatment ceases? ▼

Save Cancel

For ABAWD purposes this field will need to be completed for NC FAST to identify the client as exempt.

Entering Employment/Volunteer Work

- Begin on the Person page
- Add New Employment

Employer Search ? x

* required field

Search Criteria ▼

Reference

Additional Search Criteria ▼

Trading Name Registered Name

Address Line 1 Address Line 2

City

Search Results (Number of Items: 1) ▼

Action	Trading Name	Registered Name	Business Address
Select	ABAWD Work Program	ABAWD Work Program	820 S. , Boylan Avenue, Raleigh, North Carolina, 27603

Unpaid Employment

New Evidence ? x

1 Select Employment 2 **New Unpaid Employment Evidence**

New Unpaid Employment Evidence

Received Date*

Unpaid Employment Details:

Household Member
Employer Name mcdonalds - 111011585

Unpaid Employment Type*

Comments

Volunteer

Community Service Employment

Job Placement

On the Job Training

Other

Volunteer

Countable Months

Countable (non-compliant/free) months are months during which an individual receives FNS for the full benefit month; prorated months are not counted as one of the non-compliant/free months.

Time Limits

EVA LONGORIA ACTIONS



EVA LONGORIA
 123 TEXAS AVE, RALEIGH, North Carolina, 27001
 Female
 Born 3/15/1994, Age 21

 919 5559630
  Not Recorded

Administration
Applications
Compliance
Participant Details
Time Limits
Employment

Food Assistance

Food Assistance

Cash Assistance

Food Assistance Refresh Print Help

36 Month Period	Total Countable Months	Exemption	3 Additional Months
 1/1/2016-12/31/2018	3	No	No

Entering Out of State ABAWD Months

Countable Assistance History evidence

New Countable Assistance History Evidence ? ×

* required field

Received Date * 

Countable Assistance History Details

Household Member *	<input type="text"/>	State *	<input type="text" value="Utah"/>
Start Period *	<input type="text"/>	Year *	<input type="text"/>
Program Type *	<input type="text" value="Food & Nutrition Services"/>		
Enter either End Period month and Year or Number of Months.			
End Period	<input type="text"/>	Year	<input type="text"/>
Number of Months	<input type="text" value="0"/>		

Comments

Tracking Countable Months

Food Assistance




36 Month Period	Total Countable Months	Exemption	3 Additional Months
▼ 1/1/2016 - 12/31/2018	3	No	No

Months Received In State ▼

Number of Months	Start Period	End Period	Case Reference
1	10/1/2016	10/31/2016	617
1	11/1/2016	11/30/2016	1100

Months Received In Other States ▼

Number of Months	Start Period	End Period	State
1	7/1/2016	7/31/2016	Utah

Exemption ▼

Reason	Start Period	End Period	Case Reference

Regain Eligibility ▼

Reason	Start Period	End Period	Case Reference

Additional Three Months Extension ▼

Recoding Months

It is possible that some cases will need to be recoded based upon when information is received by the caseworker.

Recoding is updating evidence.

Example: Client comes in to apply for FNS case closed 9/30/2023 due to ineligible ABAWD, because client using 3 countable ABAWD months. Client comes back in to reapply on 11/25/2023 and reports started working on 8/5/2023 40 hrs weekly and stopped working on 11/23/2023. August and September would be recoded as non-countable months because client was working required amount.

Please refer to Paid and Unpaid/Volunteer Work Job Aid and Adding Employment Job Aid for instructions to add employment information for recoding purposes.

Questions

Any questions you may have please write them on the index cards provided on your table. Please include your name, county, and email address with your question and place in the questions box. A Q&A document along with the PowerPoints will be shared with all the counties in May 2023.