

**Effective Date:** February 11, 2014

**Contact Person:** Agency Planner

## **OPERATIONAL DEFINITION:**

### Distinct Education Pathways

WFS MFIP Programs have seven distinctive program goals\* for each Employment Services (“ES”) Provider to strive toward including, “increase participant education and skill certification levels.”

Research outcomes and evidence-based practices demonstrate that *education is a fundamental prerequisite* to the ES participant’s overall success with achieving economic self-sufficiency. WFS Assisted Services and partner ES agencies are now expected to work with each and every participant to identify and develop their unique and distinct education pathways as such:

- 1) *Participants without GED or high school diploma;*
- 2) *Participants with a GED or high school diploma but no post-secondary education (within TANF/MFIP education activity rules); and/or*
- 3) *Participants with some post-secondary education, a post-secondary education certificate, bachelor’s degree, or master’s degree (within TANF/MFIP education activity rules).*

Using a strengths-based career planning coaching approach, the Employment Guidance Counselor should work with the participant to assess his/her motivation and abilities. Education pathways shall then be outlined in employment plans and embedded into pathway development strategies.

Some education-based facts to consider:

- According to *Why it Matters*, a report issued by The National Campaign, a child born to an unmarried teen mother without a high school diploma or GED is 64% more likely to grow up in poverty;
- According to the 2010 *Welfare in MN Facts and Figures Census*, 91% of MN state residents hold a high school degree or higher, while only 52% of MFIP parents statewide hold a high school degree or higher;
- According to the 2008 MFIP Longitudinal Study: Five Years from Baseline and Beyond, “recipients who had at least finished high school or completed a GED were more successful on their outcome measures than those with less education; and
- According to the *Everybody In* report issued by the City of St. Paul and Ramsey County Blue Ribbon Commission (BRC), by 2018, 70% of MN jobs will require some education beyond high school.