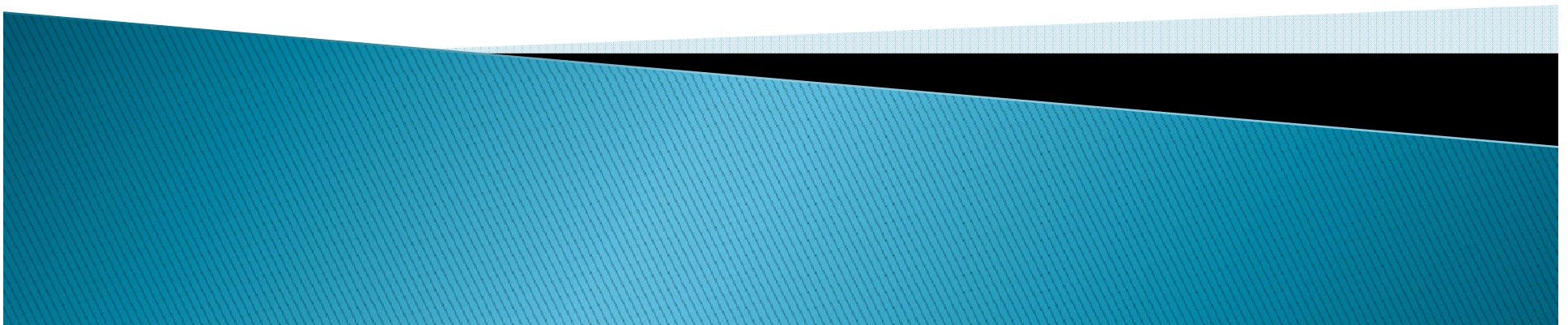




New Vision

MFIP/DWP Program
Refocus, Reframe, Refresh



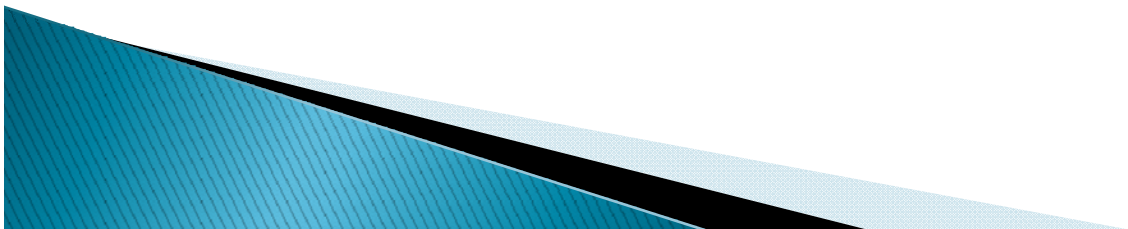
Welcome to a New Vision

- ▶ 21 Century Changes in job market
- ▶ Skills are needed to get a job
- ▶ Changes are needed to provide coaching and career counseling
- ▶ Have to adopt to current world and meet demands of current employers
- ▶ Still have to stay within MFIP/DWP rules and regulation
- ▶ Creativity and inspiration, imagination and knowledge– key ingredients for success



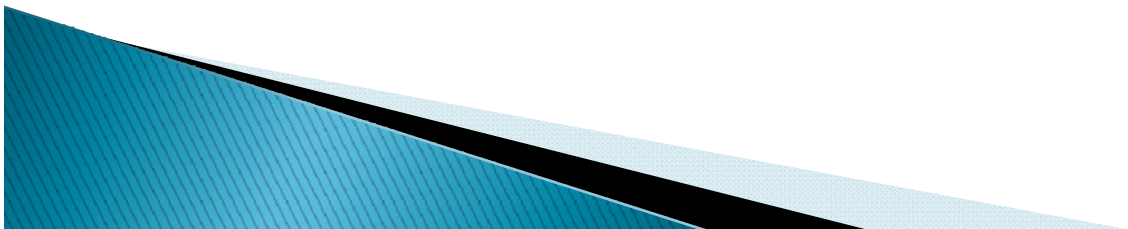
Today

- ▶ Housekeeping rules
- ▶ Purpose and objectives
- ▶ The importance of work– Shankoff Video
- ▶ 21st Century reality– Babcock Ted Video
- ▶ Philosophy of RC MFIP/DWP system
- ▶ Break
- ▶ New Ramsey County Goals
- ▶ Q and A , Discussion
- ▶ Survey Monkey– what did you learn
- ▶ Adjourn



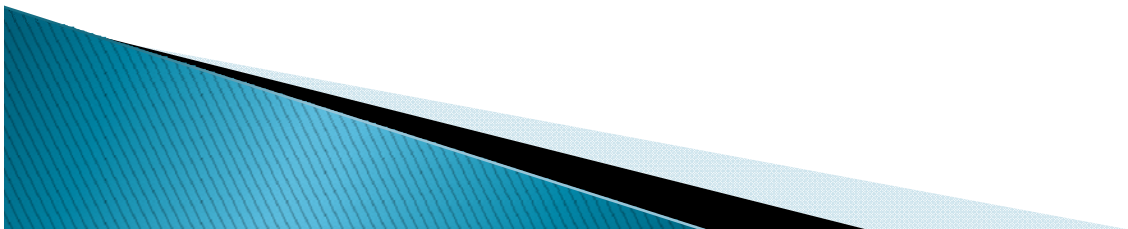
Purpose

- ▶ This workshop will review and reaffirm the adjustments of MFIP/DWP services that will be in line with DHS initiatives of career coaching and helping people obtain and retain employment and the use of Self Support Index as a primary Performance Measure. All roads lead to engagement and employment. An engaged and employed participant has ability to be self sufficient and stable, address own family needs and contribute into economy.



Objectives– participants should be able to:

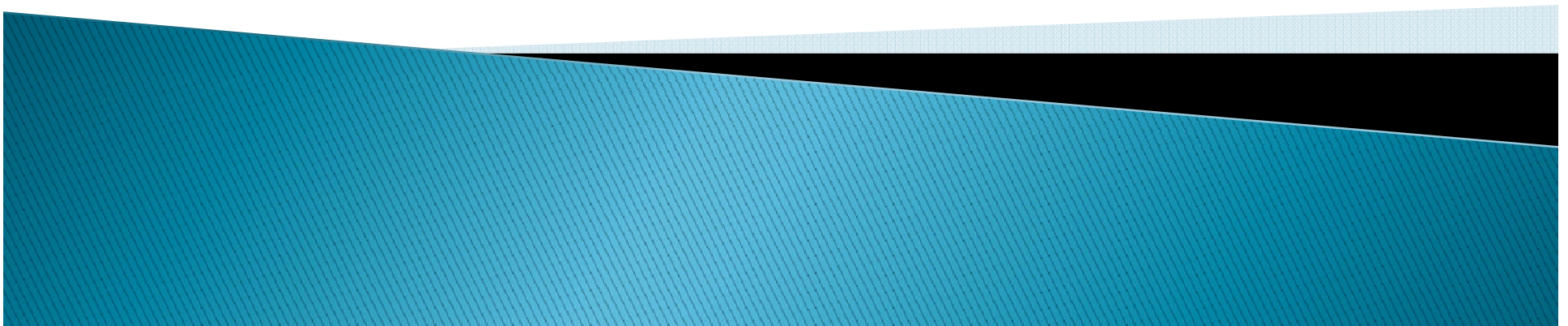
- ▶ State the purpose of the workshop
- ▶ Describe two action steps identified in the videos
- ▶ State one DHS MFIP and one WFS MFIP Goals
- ▶ Describe 2014 service to be delivered by agencies
- ▶ Name one of the four Key Policy Themes found in the Ramsey County Cultivating Economic Prosperity and Combating Concentrated Areas of Financial Poverty goals
- ▶ Name one notable connection found on the resiliency star in the Ramsey County Cultivating Economic Prosperity and Combating Concentrated Areas of Financial Poverty goals presentation
- ▶ State one change individual employment counselors will make in their career counseling approach to participant (the change has to be in addition to current MI coaching skills)



Ramsey County and WFS mission and vision

Believe that everyone can gain skills to
get a job, keep a job and get another job

Presentation– Opening– Patricia Brady



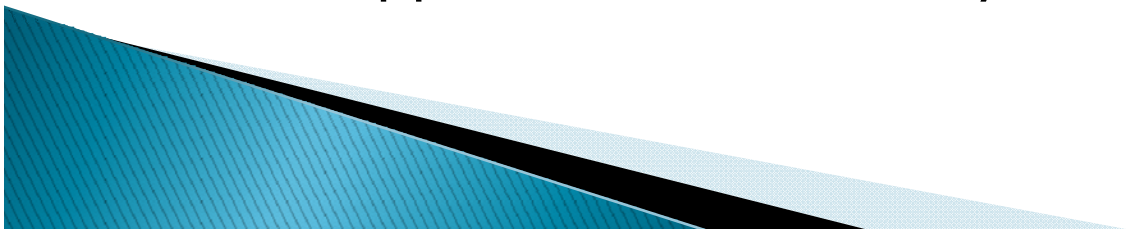
Life Long Learning Matters

- ▶ Video (http://www.youtube.com/watch?v=urU-a_FsS5Y)
- ▶ Major take always:
 - Brain development matters on how we function
 - Everyone, not just poor or people living in poverty, can benefit from the action that lead to continues brain development and life long learning
 - Children are our future and we need to invest into children
 - Education matters
 - It is never too late to learn
 - Brain is flexible and allows adults to continue learning
 - More we learn better we get
 - Parenting and employment skills directly correlates to each other.



Life Long Learning Matters/ Role of the Counselor

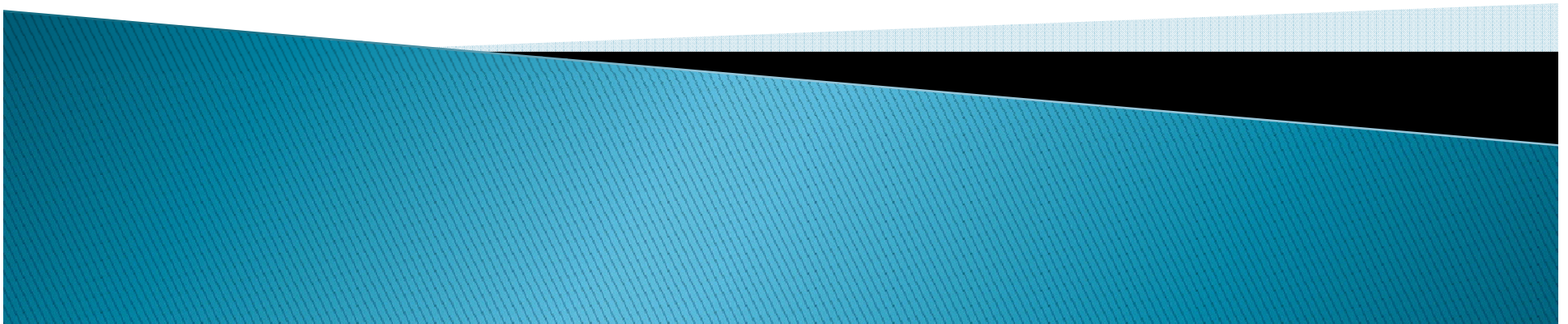
- ▶ Create supportive environment and remove barriers
- ▶ Listen to the participant's needs and provide structure and accountability for the participant to achieve their goals
- ▶ Improve quality of tools and processes meant to support low-income families (use multiple media, communication methods, readable documents)
- ▶ Coach participants and support participants by breaking their goal into small achievable steps
- ▶ Give participants choices
- ▶ Educate participants about choices they make and its impacts
- ▶ Remove and minimize obstacles, don't create any
- ▶ Minimize complexity of the program
- ▶ Make opportunities to be easy accessible



Life Long Learning Matters

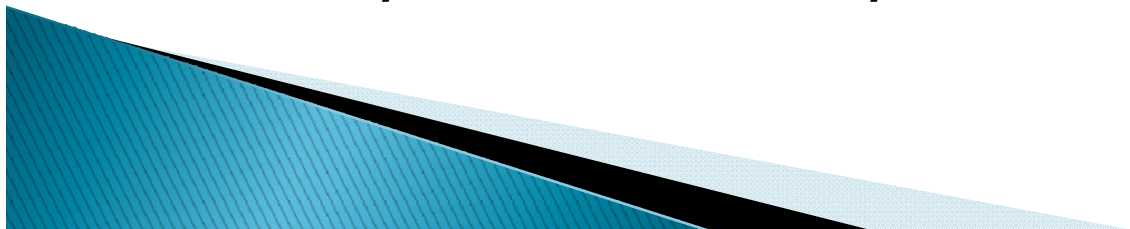
More information on brain function and executive function (EF),
operational definition of what EF will be posted on WFS MFIP/DWP web
page by Mid February 2014

A specific training about the subject will be offered to all MFIP/DWP
system Mid May –Earlier June of 2014



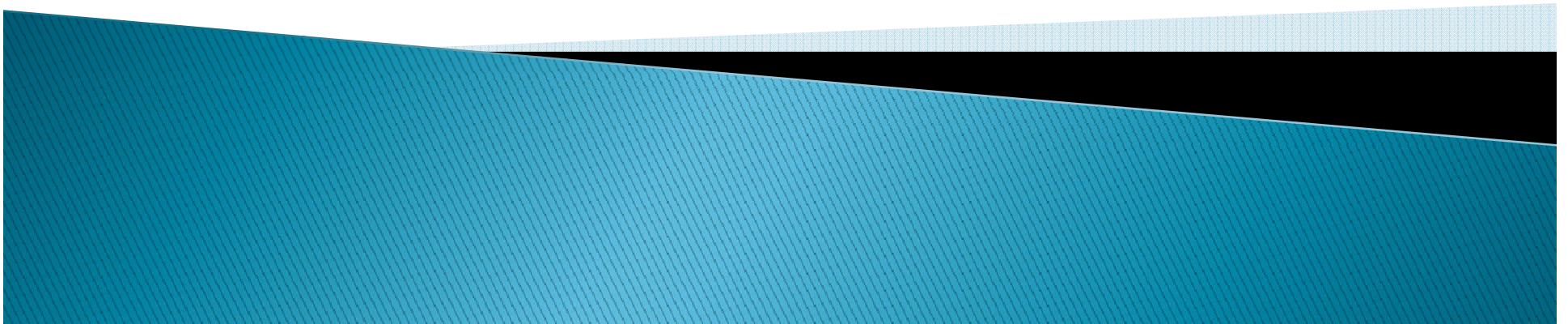
21st Century Job Search Realities

- ▶ Ted talk Video
(<http://www.tedxbeaconstreet.com/beth-babcock-science-reshaping-poverty/>)
- ▶ Know current job market
- ▶ Help people gain skills needed to be successful in a current job market
- ▶ The way we helped people look for work is not the way we have to help people look for work
- ▶ Mentor, Coach, Counsel, Support
- ▶ Listen to participant's choices and write Employment Plans based on their choices
- ▶ Build on what participant wants to do not on what you believe they need to do



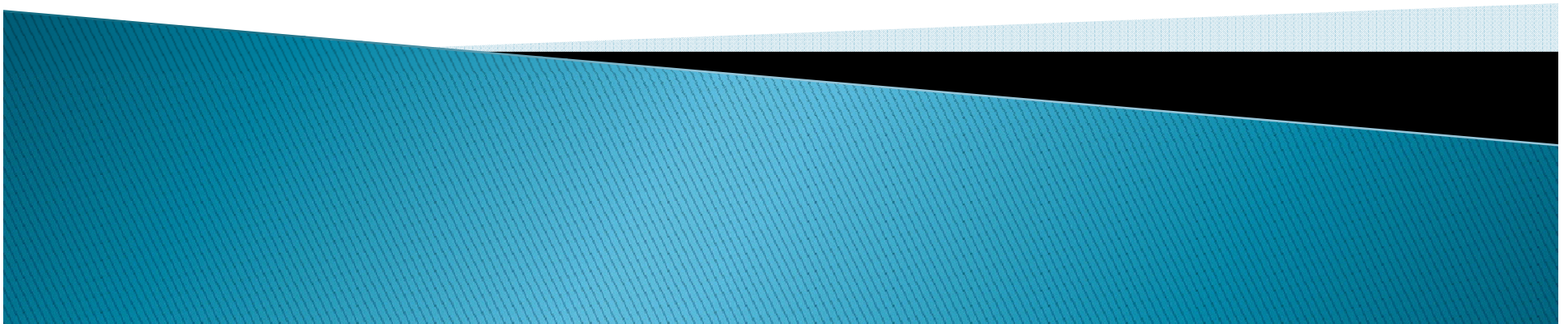
2014 MFIP/DWP Philosophy

Perfect Alignment of DHS goals and RC goals
New opportunities within MFIP/DWP System
Review 2014 Employment Services Philosophy Hand out



Major Changes To Remember

WRP does not drive the system. It is part of the system but not the driver. Education, Employment, Retention Services, Employment Counseling and Case Management are the major drivers. Outcomes matter but outcomes are based on Services we provide. Services drive outcomes.



Major Changes for 2014

Now

- ▶ Put people in activities that counts
- ▶ Tell people what to do and count hours
- ▶ Think about process measure

2014 and future

- ▶ Put people in activities that matter
- ▶ Use Motivational Interview skills help people figure out what each person wants to do and take a path that leads to employment
- ▶ Think about outcomes

Major Changes for 2014

Now

- ▶ Make countable activities part of the plan
- ▶ View education as just one of the activities and only approving it if it gives countable hours

2014 and future

- ▶ Suggest activities that lead to employment and may not be countable to be part of the plan if they are meaningful
- ▶ Increase educational and skill certification levels regardless of what counts

Major Changes for 2014

Now

- ▶ Be in position of authority and tell participants what to do
- ▶ Be in a role of a general worker and fixing problems

2014 and future

- ▶ Be in a role of the champion and supporter, help participants to be accountable and move them towards employment
- ▶ Be in a role of a career counselor/coach and advise on careers and education, and help participants identify resources that help them address the needs of the family

Major Changes for 2014

Now

- ▶ System that is based on process measure
- ▶ Do things because we always did it
- ▶ General training to staff– one approach

2014 and future

- ▶ System that is based on outcomes and evidence based/evidence informed practices
- ▶ Do things because evaluation suggests that it makes a difference
- ▶ Individualized training to staff, meeting staff needs where they are at so staff can deliver appropriate services to the participants

Major Changes for 2014

Now

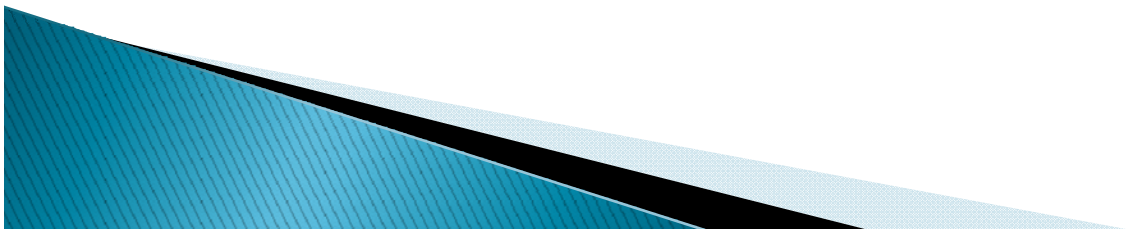
- ▶ For the MFIP/DWP system to be viewed as a Human Services Program
- ▶ For the MFIP/DWP participant to be viewed as a person who has barriers and just needs support
- ▶ For the MFIP/DWP participant to be treated as a special needs individual

2014 and future

- ▶ For the MFIP/DWP system to be viewed as a workforce development system
- ▶ For the MFIP/DWP participant to be viewed as a person who has skills and abilities to compete in today's market
- ▶ For the MFIP/DWP participant to be treated as a person who adds value to today's workforce, and needs additional skills and education to do so

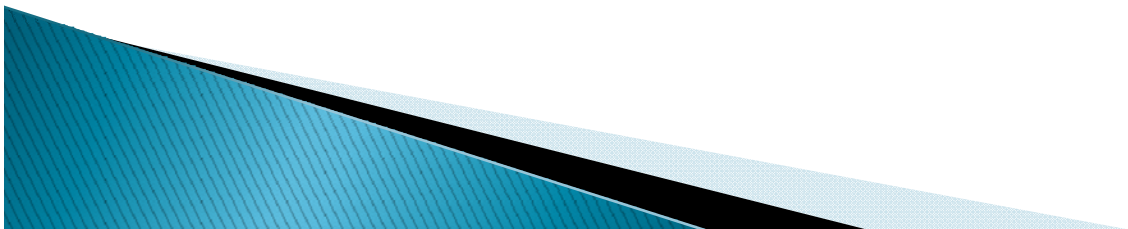
Take Away Points

- ▶ Living in poverty during childhood impacts brain development: the impacts from childhood do not suddenly disappear in adulthood– *employment and education matter*
- ▶ Not having enough income to make ends meet imposes a “tax” on the brain that leaves fewer cognitive resources to succeed at parenting, education or work– *employment and education matter*
- ▶ Poverty impacts health and self worth– *employment and education matter*
- ▶ Poverty impacts communities economic development and prosperity– *employment and education matter*



MFIP/DWP System Can:

- ▶ Use individual and collective influences to:
 - Educate that low income families are part of current workforce system
 - Educate that employment and education matters for everyone and everyone
 - Build Partnerships with employers and among each other
 - Communicate within the workforce development system about needs of employers, for technical and essential (soft skills), so successful job matches can be made
 - Employers need to tell us what resources, skills, and assets your successful employees have so we can help our program participants develop their skills and assets
 - Educate and support to break “typical welfare participant” stigma that is rooted in a societal, systematic, stereotypical view that welfare participants are unable to do things, have different issues that needs to be fixed, are unable to learn, etc.
 - Continue education **in** racial disparity reduction work
 - Do the work, lead by example
 - Embrace MFIP/DWP employment services as a part of workforce development and help participants to see themselves as a part of the workforce development system



Conclusion

- ▶ Thank you for your time
- ▶ Next– New RC goal and its impact on our work– Janet Guthrie– RC Manager's office
- ▶ Questions– see your agency planner or email Kate and your agency supervisor/manager

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