

# Post Secondary Education / Training

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Minnesota Department of **Human Services**

# Refocusing

- Individualized employment plans
- Long term success
- Two generational approach

# Building on the research

- Impact of poverty
- ACEs
- Executive functioning.

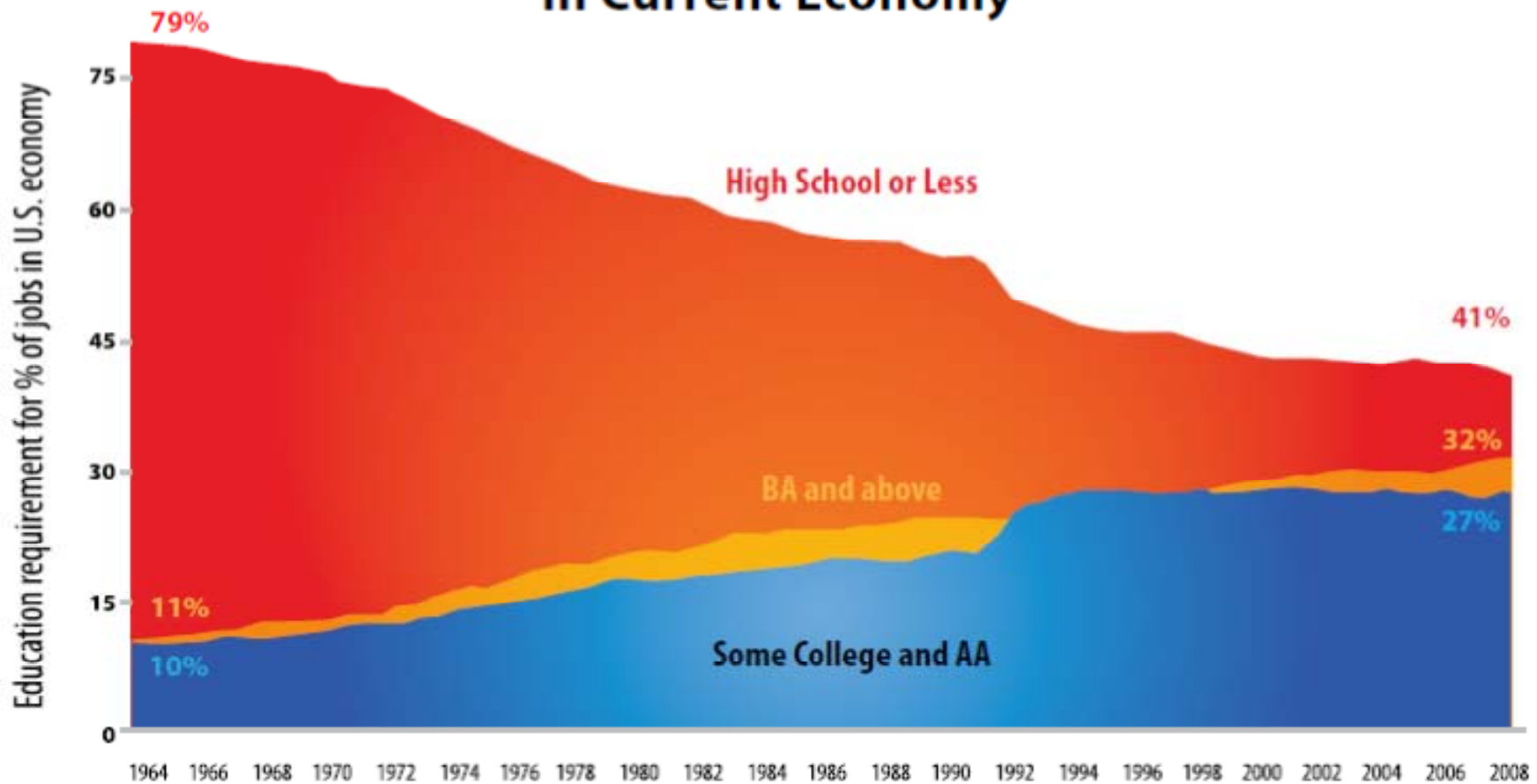
# Building Capacity

- Developing a training system
- Providing training on executive functioning and ACEs.
- Identifying tools for disparities training.

# Educational Demand

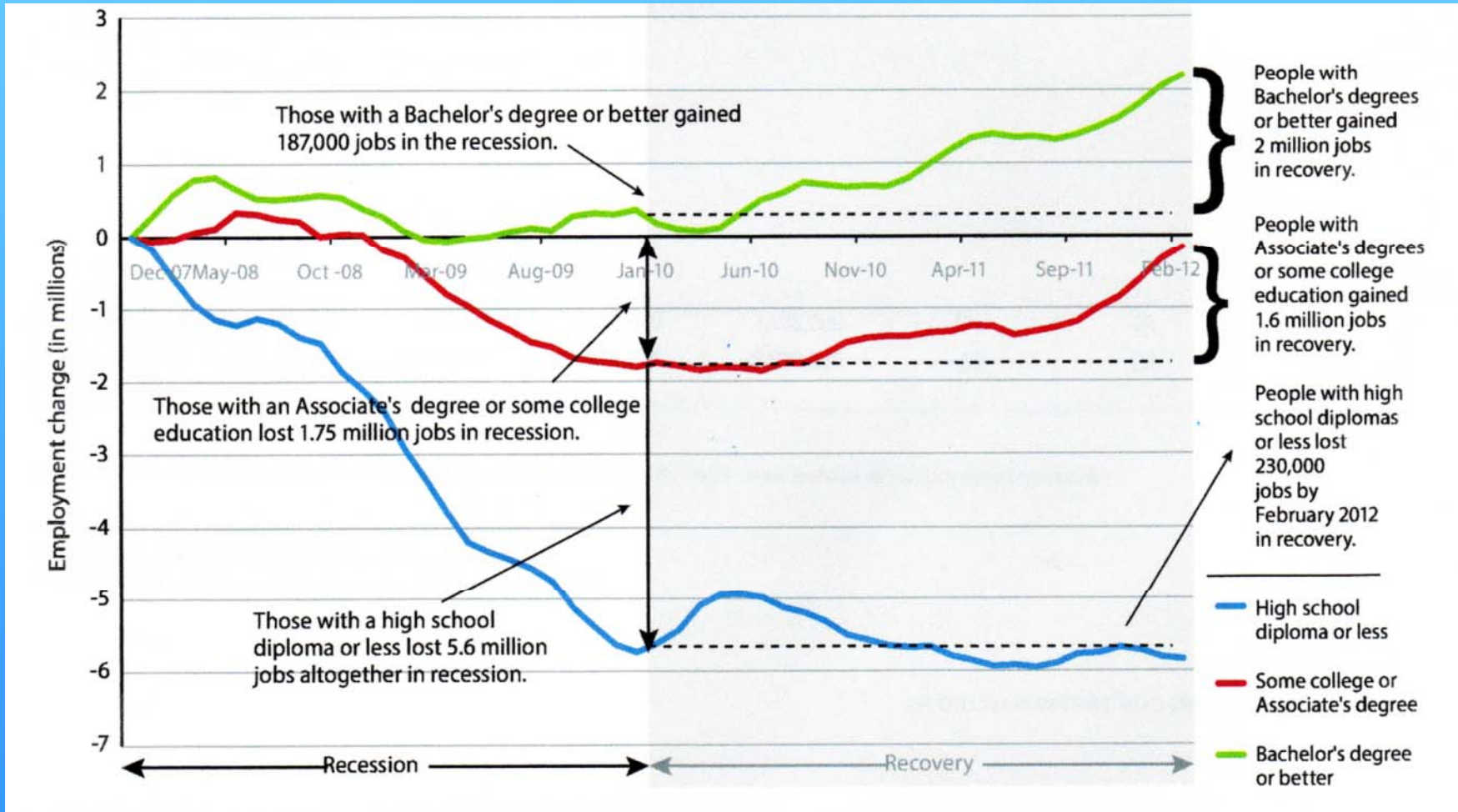


## Defining the Problem: Increasing Need for More Education in Current Economy



Source: Current Population Survey, multiple years.

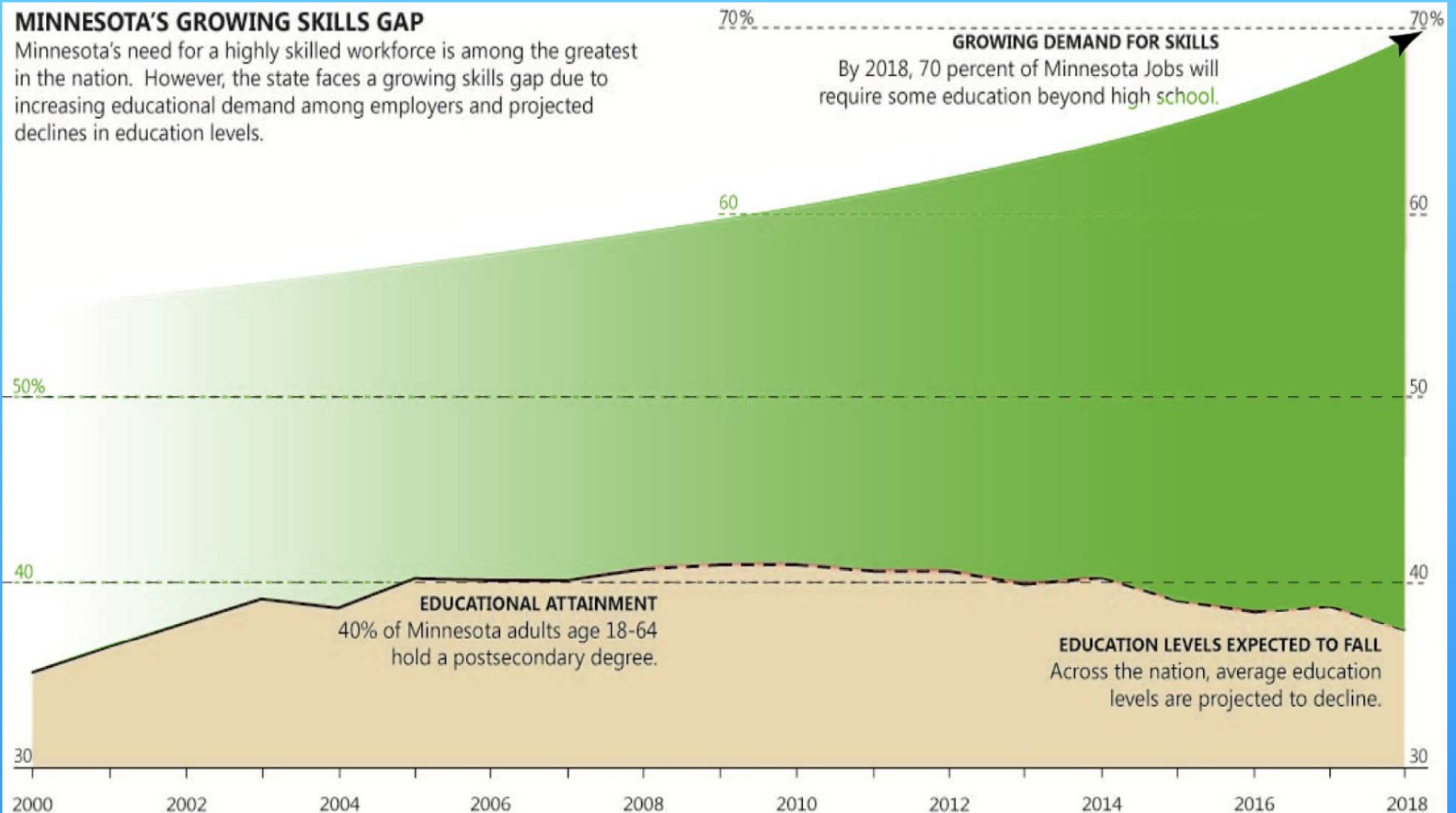
# Impact of the Great Recession



# Setting the Context

## MINNESOTA'S GROWING SKILLS GAP

Minnesota's need for a highly skilled workforce is among the greatest in the nation. However, the state faces a growing skills gap due to increasing educational demand among employers and projected declines in education levels.



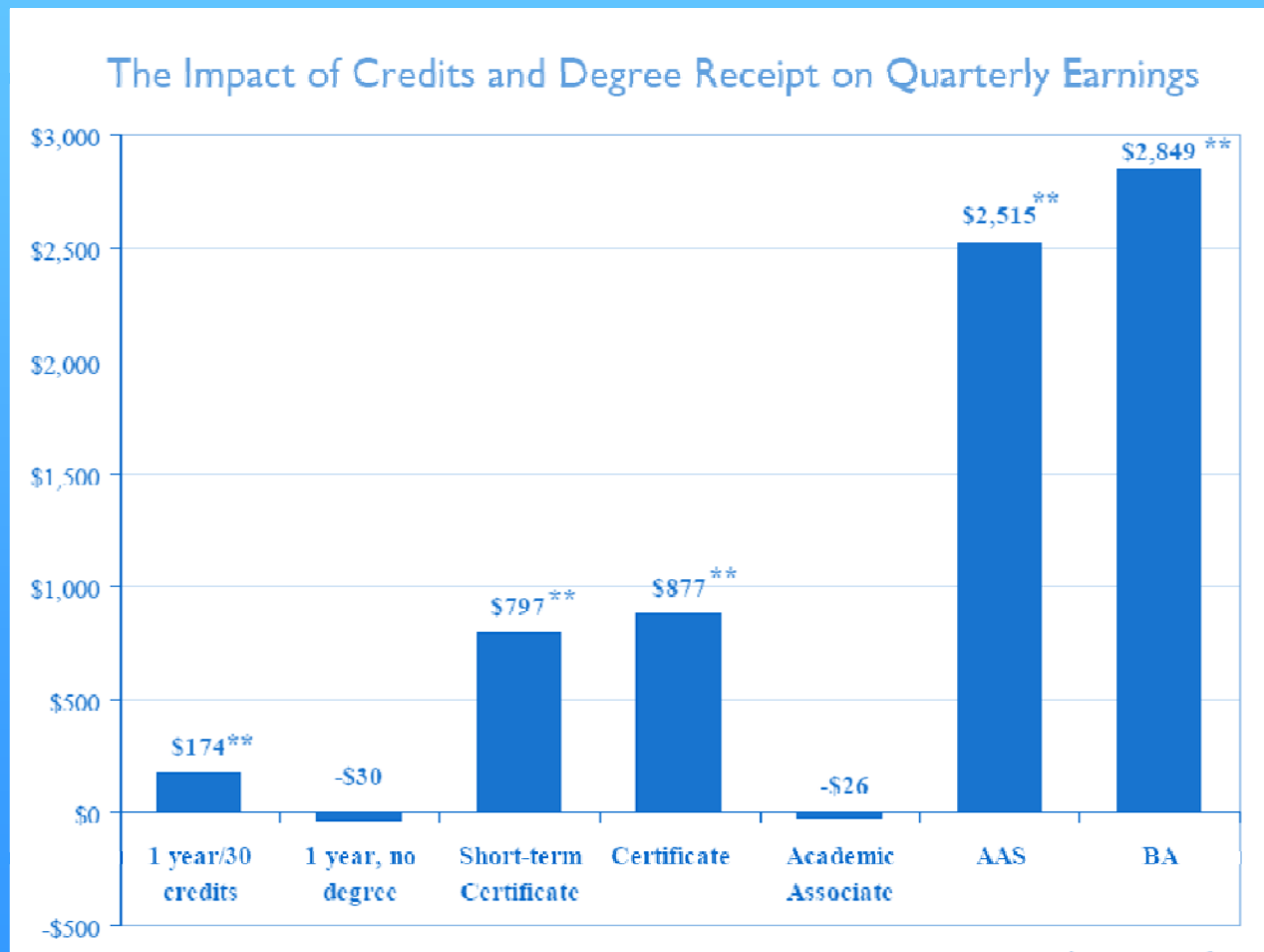
Sources: U.S. Census Bureau, American Community Survey; Georgetown Center on Education and the Workforce; National Center for Higher Education Management Systems. Trendlines beyond 2008 are based on single-point-in-time estimates. Taken from the 2010 Governor's Workforce Development Council publication, "Strengthening the Skills of Our Current Workforce."



Minnesota Department of **Human Services**



# TANF Recipients Benefit from Degrees



Lesley Turner  
*The Returns to Higher  
Education for Welfare  
Recipients: Evidence from  
Colorado*



**Antoinette McCarthy**

# What are the goals of MFIP

- To encourage and enable all families to find employment.
- To help families increase their income and move out of poverty.
- To prevent long-term dependence on welfare as a primary source of family income.

# Order of Preference for Activities:

1. **Unsubsidized employment** – Who is ready for it?
2. **Job search** – What careers are they looking for?
3. **Subsidized employment or unpaid work experience**  
–When is it appropriate?
4. **Job readiness education or job skills training** –  
Where are these soft skills necessary?
5. **Education/ training** – Why is this beneficial to  
participants?

# Developing an education plan

When selecting activities to include in an Employment Plan (EP), consider the following:

- Education is an allowable activity for someone who meets the approval criteria in state law
- Is motivated to get a degree/certificate that would lead to a better job, and
- Continues to progress satisfactorily.

**Minnesota Family Investment Program**  
**Occupational Research Packet**

**The purpose of this packet is to determine whether additional training and education will provide you with the skills and abilities to obtain employment that will result in exiting MFIP, given your work history and the current job market.**

**Participants are strongly encouraged to seek opportunities to improve their ability to obtain meaningful employment. It is important to gain tools and the knowledge necessary to take advantage of career laddering opportunities.**

**Your education/training plan may be approved if you meet or have completed the items listed below and return a completed and signed Training Request Form.**

1. Complete an informational interview in the field you are pursuing.
2. Complete admission requirements for the educational institution.
3. Agree to take suitable full-time employment opportunities that require the training upon completion of the program.
4. Incorporate additional work activities into your plan, if education/training activity does not meet the minimum hourly requirements,
5. Identify an education/training activity that will result in higher wages than you would earn without the activity.
6. Turn in satisfactory progress reports and other documentation required by MFIP.
7. Talk with someone about relevant resources available to assist you with successful completion of your education/training plan (Federal TRIO programs, financial aid office, cultural/academic advisor, and/or learning disability services).
8. Understand that failure to make satisfactory progress in education/training program may result in participant being reassigned to another activity.

# Training Request Form

Required to be completed before approval of training plan lasting longer than one quarter/semester in length

Participant Name (Please Print): \_\_\_\_\_ Case # \_\_\_\_\_ Today's Date: \_\_\_\_\_  
Return by: \_\_\_\_\_ Job Counselor: \_\_\_\_\_

**How much do you need to earn per month to leave assistance?** \_\_\_\_\_

**What is your Career goal?** (Name of job title/profession) \_\_\_\_\_

## **I. JOB MARKET RESEARCH:** Complete the following labor market information for the job/career that you are seeking

1. Do you have a felony history that may prevent you from attaining employment in your training field? \_\_\_\_\_
2. What is the beginning wage for this job? \_\_\_\_\_
3. What credentials are required for the job? \_\_\_\_\_

**What training/education are you interested in?** (Name of Certification/Degree seeking) \_\_\_\_\_

## **II. EDUCATION / TRAINING RESEARCH:** Complete the following for the education/training you are pursuing

1. School/training institution name: \_\_\_\_\_
2. Is this training/education institute accredited? Yes/No (please circle one) \_\_\_\_\_
3. What is the total training cost; tuition, supplies, books, travels, etc.? \_\_\_\_\_
4. How will you cover all of your expenses? \_\_\_\_\_
5. What other resources will you utilize to assist with successful degree completion? \_\_\_\_\_
6. How long is the training? \_\_\_\_\_ (months/ semesters AND years)
7. What skills/experiences and interests do you have that make this training/education a good fit for you?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
8. What is the **START DATE** of the training? \_\_\_\_\_

I, \_\_\_\_\_ understand the requirements of the education/training listed and I am committed to making satisfactory progress towards the completion of the degree/certification as defined by the education/training institution.

Signature \_\_\_\_\_ Date \_\_\_\_\_

MFIP education policy requirements fulfilled? Yes, plan approved  No, plan not approved

If denied, provide specific reason/direction: \_\_\_\_\_

Employment Counselor signature \_\_\_\_\_ Date \_\_\_\_\_

# Documentation requirements

- Documentation should be simple
- Only 1 responsible person from the school or training site is needed to sign monthly attendance log.

### Training Log

Participant Name: \_\_\_\_\_ Month/Year of Attendance: \_\_\_\_\_  
 School Name: \_\_\_\_\_ Instructor's Name: \_\_\_\_\_  
 Phone: ( ) \_\_\_\_\_

**PLEASE INDICAE THE NUMBER OF HOURS PER DAY ATTENDED**

Week Begin Date		Monday	Tuesday	Weds	Thursday	Friday
1.	Class Time					
	Study Time					
	Supervised Study Time					
2.	Class Time					
	Study Time					
	Supervised Study Time					
3.	Class Time					
	Study Time					
	Supervised Study Time					
4.	Class Time					
	Study Time					
	Supervised Study Time					
5.	Class Time					
	Study Time					
	Supervised Study Time					

**Study Time:** A statement from the school must be on file specifying the amount of study time that is required or advised for the student's program of study. Up to 1 hour per class time hour of unsupervised study time is allowed with a statement from the school. Without this statement, no study time hours can be counted (supervised or unsupervised).

**Supervised Study Time:** Study time that exceeds one hour per class time hour must be supervised, and verified with a signature of the supervising individual at the school. Total unsupervised & supervised study time cannot exceed the amount of time advised by the school.

Instructor: \_\_\_\_\_ Date: \_\_\_\_\_  
 I declare that the above information is true and accurate. I am aware that it may be verified by my Employment Counselor.  
 Participant Signature: \_\_\_\_\_ Date: \_\_\_\_\_ |

DHS-TSOS 613



# Post-secondary Education/Training

- **Customize** employment plans to the needs of individual participants
- **Utilize** short term training and certification programs
- **Realize** challenges and provide needed support to ensure participant success
- **Explore** way to improve employability with post-secondary education/training opportunities



“There was a point in my life where I didn’t know where to go...”

- Antoinette McCarthy

“This program changed my life. I actually got the experience I need in the workforce. I am actually doing something hands on.”

# Contact us if there are questions or comments!

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