

Ramsey County MFIP Employment Services' Logic Model

Overarching Goal
 Maximize economic self-sufficiency and family stabilization

Vision: Provide residents on public assistance opportunities for improved employment and family stabilization.

- Strategic Priorities**
- Strategic/Purposeful Partnerships
 - WIOA/TANF Integration
 - Premium Employment Services
 - 4 E's (Engagement, Education, Employment, Employment Retention)
 - Career Pathways
 - Life-Long Learning
 - Full-Family Services
 - Disparity Reduction
 - Financial Stewardship and Oversight

Inputs and Activities

- Workforce Innovation Board
- Employers
- Job Search
- Partnerships
- Grants
- Labor Market
- Childcare Assistance
- Financial Assistance
- Member of ACF Academy
- Pipeline to Prosperity
- Family Violence Services
- Pathways (Offender Reentry)
- Teen Services
- Young Adult Program
- Retention Services
- MSTED
- MBS / GAP
- Coaching & Executive Skills
- Family Stabilization
- FAST X
- NdCAD
- Culturally Specific Services
- Education & Training

Families

Outputs

- Purpose driven leadership
- Service Integration and alignment
- Supportive federal and state policies
- Learn from evidence and develop evidence-based interventions
- Progress on strategic priorities
- Connections, collaborations, and shared resources
- Effective, appropriate referrals through the system
- Aligned community network
- Applying effective metrics for evaluating performance and continuous improvement

Short-term Outcomes (1 Year)

- Increase strategic partnerships
- Achieve ACF Academy goals
- Document program learning
- Achieve Report Card goals and establish improvement strategies
- Learnings from rapid cycle evaluations
- Develop new well-being measure including "Guided Self-Determination"
- Apply effective performance outcomes to the overarching goal

Intermediate Outcomes (1-2 Year)

- Reduce disparities in MFIP service outcomes
- Increase in median income
- Achievement of 4E's Increase Engagement, Education, Employment, and Employment retention
- Life-Long Learning initiative achieving goals
- Full-Family services realized in a measureable way
- WIOA/TANF partnership achieved
- Clear evidence of continuous improvement and financial stewardship
- Vision integration
- Clearly developed and articulated pathways
- Data is collected and analyzed throughout the system to identify the impact of inputs and activities

Long-Term (2-5 year) Outcomes and Impact

- Families:**
- Achieve stability through increases in engagement, education, employment, employment retention.
 - Will be guided with support for achieving their own individual self-determination.
 - Effectively use MFIP to achieve long-term family well-being.
 - Concerns will be heard and needs will be met through a motivational goal development process.
- MFIP Service Delivery System:**
- Improved coordinated use of available fiscal and human resources to achieve structural, system and service reforms, including effective and sustainable community partnerships and collaborations.
 - Leadership consistently applies frameworks of knowledge gained through all initiatives and developing evidence base to increase client connections to and completion of basic skills courses, life-long learning, education credentials, and pathways tied to achieving the overarching goal.
 - Performance benchmarks achieved throughout the system.
 - Build the evidence base for those services maximizing economic self-sufficiency and family stabilization.
- Community:**
- Decrease in child poverty rates.
 - Increase in employment and employment retention in occupations that are in-demand.
 - Reduce disparities in system outcomes.
 - Improved community education, well-being, and economic indicators.

Ramsey County MFIP Logic Model Acronyms and Definitions

Acronym	Definition
4 E's	Engagement, Education, Employment, Employment Retention are outcomes expected to improve for participants in Ramsey County's MFIP program
ACF Policy Academy	The Systems to Family Stability National Policy Academy sponsored and administered by the Office of Family Assistance (OFA), an office within the Administration for Children and Families (ACF) which is an operating division of the federal Health and Human Services Department (HHS)
FAST X	Families Achieving Success Today for extended or soon to be extended MFIP families
GAP	Goal Action Plan
LLI	Life-Long Learning Initiative
MBS	My Bridge of Strength
MSTED	Minnesota Subsidized and Transitional Employment Demonstration offering subsidized employment and paid work experience to eligible MFIP participants
NdCAD	Network for the Development of Children of African Descent
Pipeline to Prosperity	A TANF/WIOA partnership in which select participants from both programs are offered coordinated access to additional job placement and retention services.
Rapid Cycle	Rapid cycle evaluation uses a rigorous, scientific approach to provide decision makers with timely and actionable evidence of whether operational changes improve program outcomes
TANF	Temporary Assistance for Needy Families
WIOA	Workforce Innovation and Opportunity Act

