

# Ramsey County MFIP Services Theory of Change

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

## Overarching Goal

**Maximize Economic Self-sufficiency 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
- Member of ACF Academy
- Pipeline to Prosperity
- Family Violence Services
- Pathways (Offender Reentry)
- Teen Services
- Young Adult Program
- Retention Services
- MSTED (Subsidized Employment)
- MBS / GAP
- Coaching & Executive Skills
- Family Stabilization
- FAST X
- NdCAD
- Culturally Specific Services
- Education & Training

### 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

### 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

### Short-term (1 Year) Outcomes

- 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

### 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.