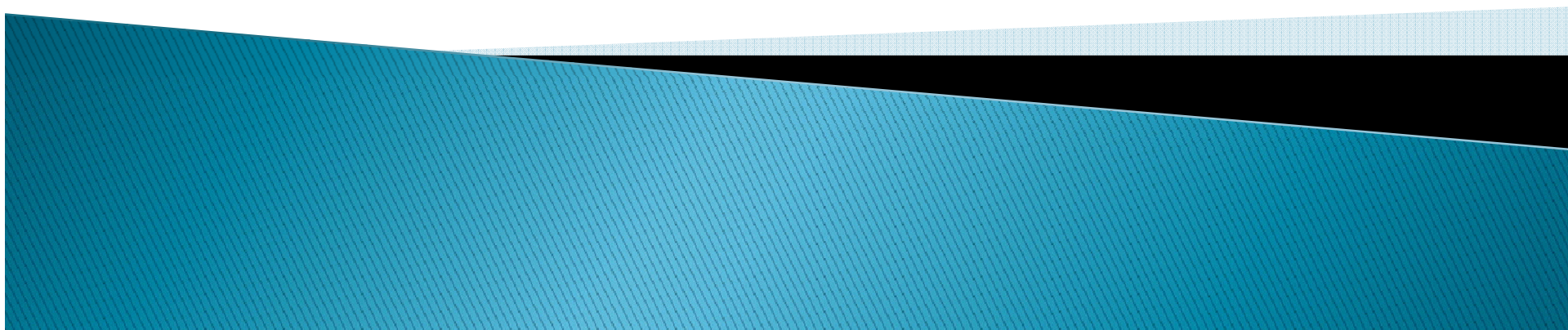


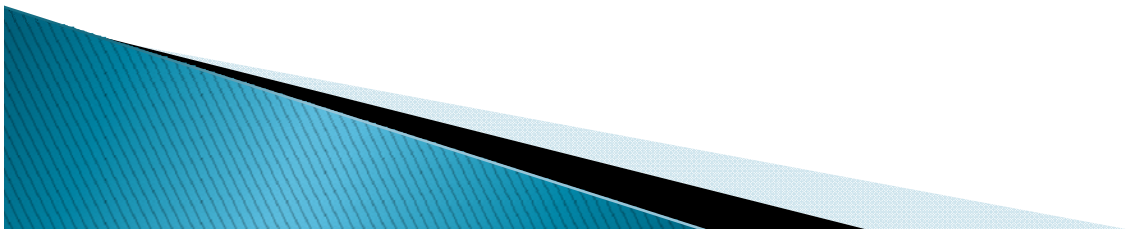
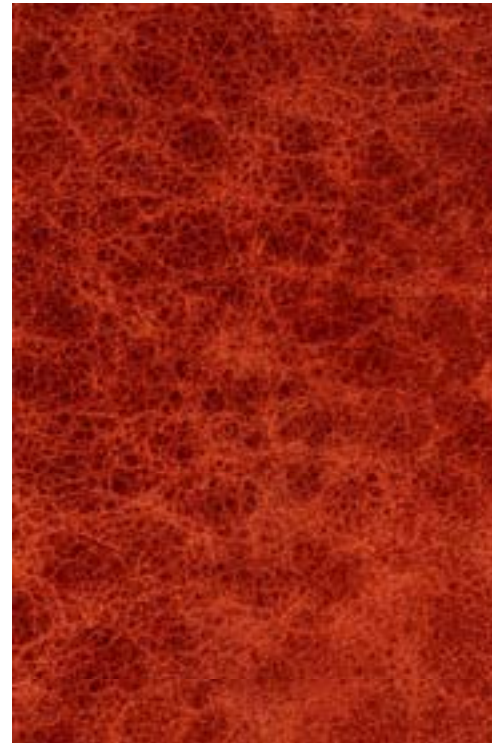
Sanctions

July 10, 2014



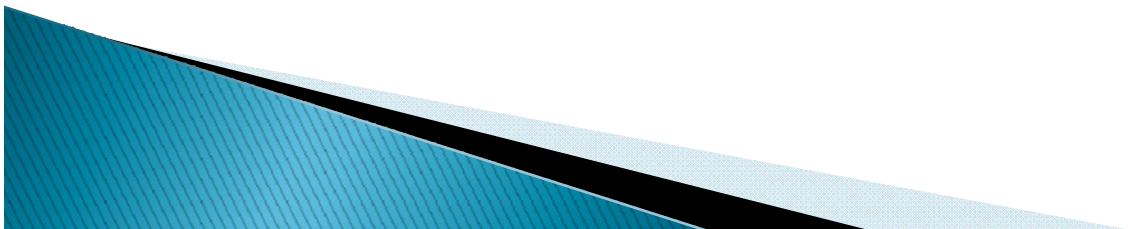
Purpose

To review sanction practices and point out how sanction fits in our “things that matter not just things that count” neighborhood



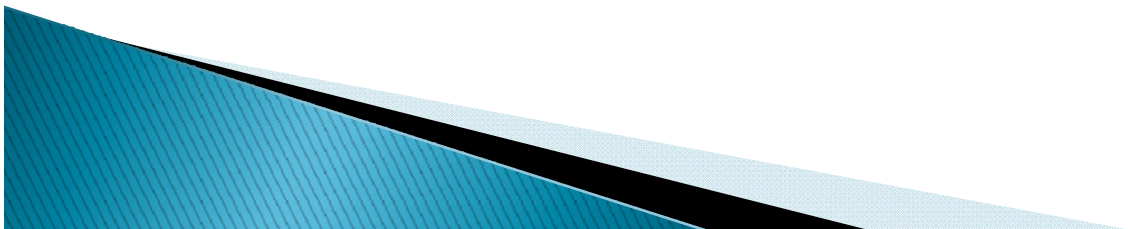
Objectives

- ▶ Describe the fit of sanction practices and the WFS philosophy
- ▶ Describe FSS sanction processes
- ▶ Describe FAS and ES interactions regarding sanction
- ▶ Describe home visiting and community meeting practices

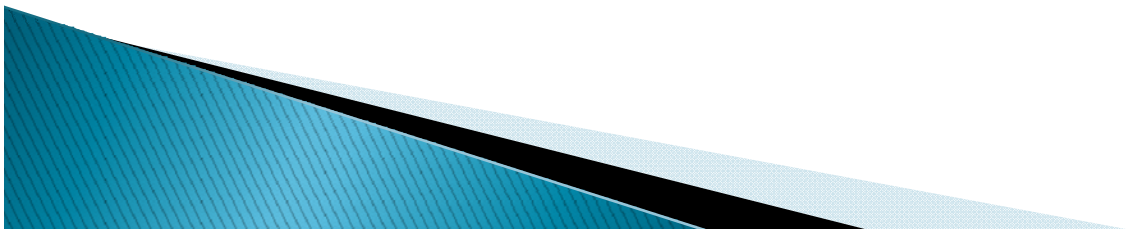


Content

- ▶ Welcome/Overview
- ▶ Purpose
- ▶ Objectives
- ▶ WFS Sanction Philosophy
- ▶ MFIP Regular (WPR) Sanctions
- ▶ DWP “Sanctions”
- ▶ Pre-60 FSS Sanctions
- ▶ Extended Sanctions
- ▶ ES and FAS Sanction Interactions
- ▶ Home Visiting Policy
- ▶ Home Visiting Procedures
- ▶ Questions/Discussion
- ▶ Adjourn

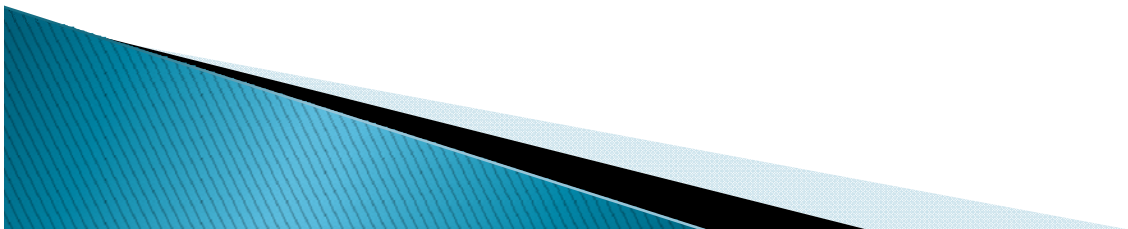


We're not going to
dismantle 0 to 60
WPR/regular sanction
but we may whack it
with a sledge hammer
a couple of times and
change it's shape a
little.



A Quote Worth Writing
Down:

“If the only tool you have
in your toolbox is a
hammer, everything looks
like a nail.”



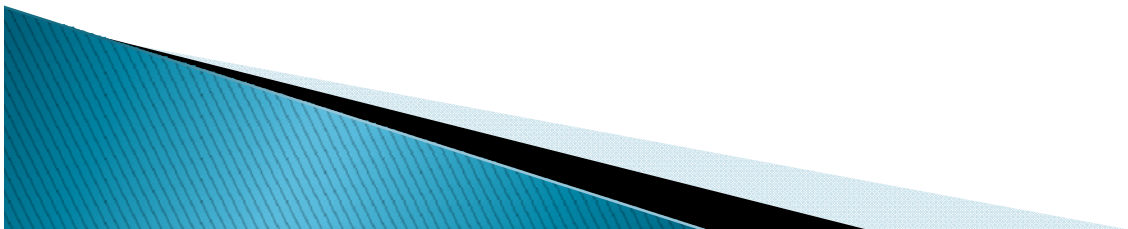
Coaching Counseling Distinctions

- ▶ Coaching
 - The participant comes to the answers to all of the questions on their own
 - more powerful than being told what to do and given a prescribed course
 - The participant is own life subject matter expert
- ▶ Counseling
 - A counselor is a Subject Matter Expert and has expertise to offer
 - Gathers information about participant's skills, abilities, styles, likes and helps them direct their job search and selection of the right career path
 - Has a list of possible career-path and trainings
 - List of different resources for the participant
 - Educates about choices and impact



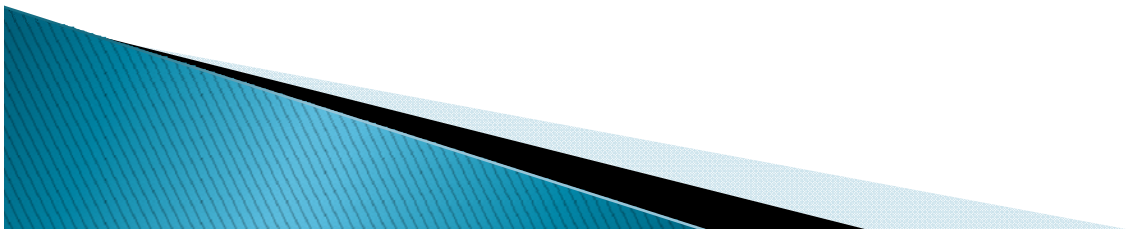
ES Role

- ▶ To be both– a coach and a counselor, find a balance between giving participant an inspiration to create own path and guide them to be successful on the path
- ▶ Change roles from one to another
- ▶ Coaching and Counseling are philosophy of services, not a physical job description
- ▶ Skills can be developed within the employment counselor



WPR Days

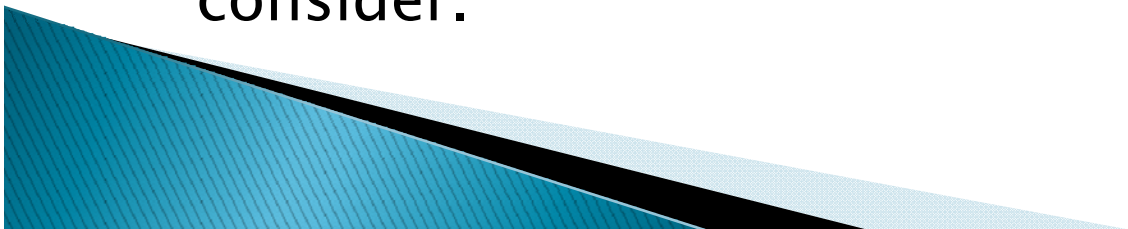
- ▶ WPR gave us safety in:
 - Exact thinking in how to get to the goal
 - Exact activities on the path to follow
 - Ability to sanction at exact times if someone stepped off the path
 - Exact measures and mile stones
 - Details
 - Cover of the “system’s rules”
- ▶ WPR does not drive the system
- ▶ WPR remains part of the system
- ▶ Education, Employment, Retention Services, Employment Counseling, Coaching and case management drive the system
- ▶ Outcomes based on services we provide
- ▶ Services drive outcomes
- ▶ Outcomes matter



“Creativity and inspiration,
imagination and knowledge –
key ingredients for success”

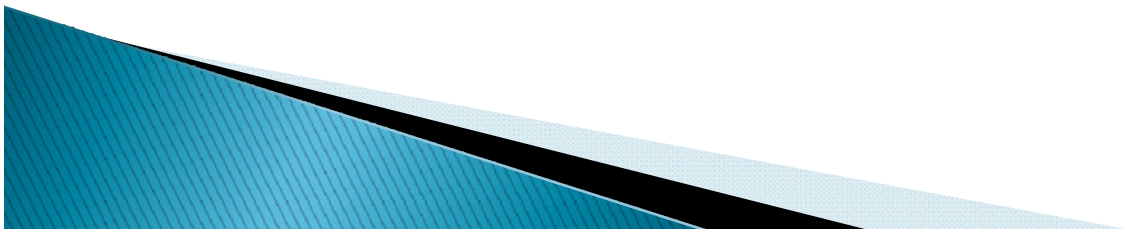
We know all of you are working
through this transition. We
know the transition is
compelling and that it is
considerable work.

We hear it, we see it, it is taking
roots. It is clear to us that you
are helping to nurture this
concept. Here is more to
consider.



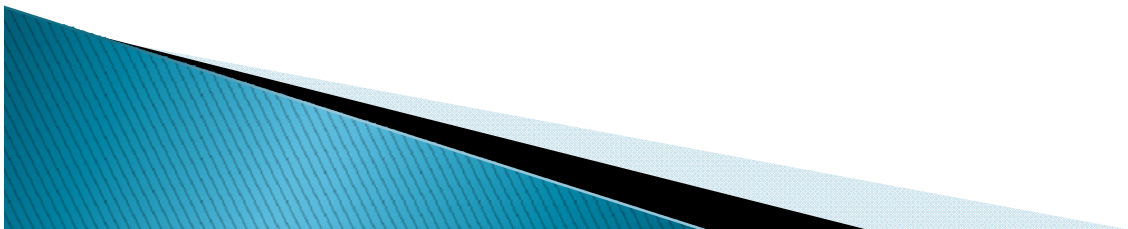
Philosophy

- ▶ Sanction is one tool – you do not have to use it first.
- ▶ Getting to know better the participant, their situation, and using your counseling or coaching skills, is another tool.
- ▶ This includes spending more time to build participant engagement and less time finding reason to NOITS or sanction.
- ▶ We are on a path to increased employment. Does sanction lead to increased employment or does coaching lead to increased employment?
- ▶ Look for good cause before sanctioning.
- ▶ Outreach through home or community visits – find participants where they are, don't always make them come to you.



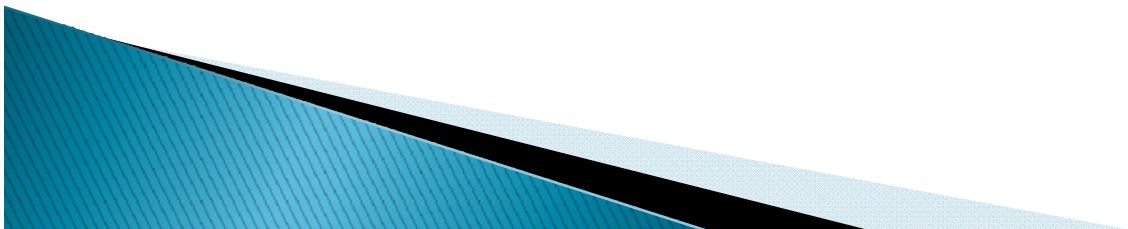
Comply

- ▶ Submit or adapt (as to another's wishes) as required or requested;
- ▶ To do what you been asked or ordered to do;
- ▶ To do what you've agreed to do.



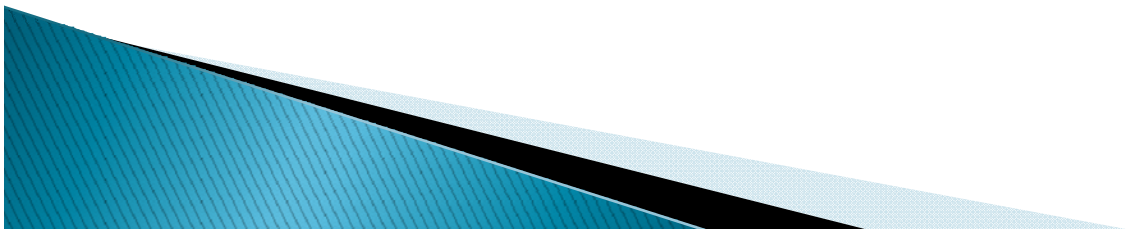
DWP Sanction=Disqualification

- ▶ DWP job seekers are required to comply with Employment Services, including complying with the terms of his/her Employment Plan, as well as child support enforcement.
- ▶ When a job seeker is non-compliant and does not have good cause rather apply a sanction, the county financial will close the family's DWP case.



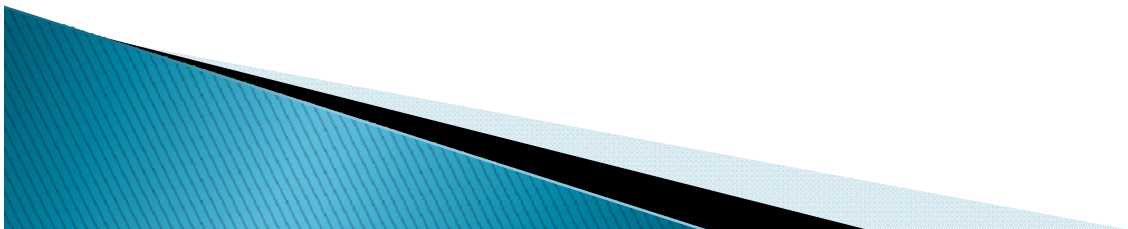
“Participants have two basic requirements:

- ▶ Develop a plan
- ▶ Comply with the plan”



ES Manual Section

- ▶ 3.39 Sanction when participant fails to comply with MFIP ES requirements.
- ▶ 7.33 Take appropriate and timely steps to sanction participants who are out of compliance with their plans



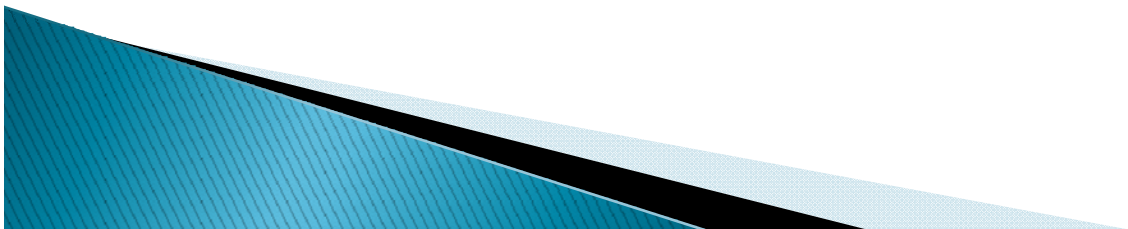
ES Manual List of Do Nots

- ▶ Don't sanction FSS unless all FSS pre-sanction provisions have been met
- ▶ Don't sanction if there is information that the participant may meet FSS eligibility (unless all FSS pre-sanction provisions have been met).
- ▶ If place of business closed for holiday and no holiday pay for participant
- ▶ If participant is meeting minimum hourly activity (relative to family composition) even if EP is for more than the minimum.



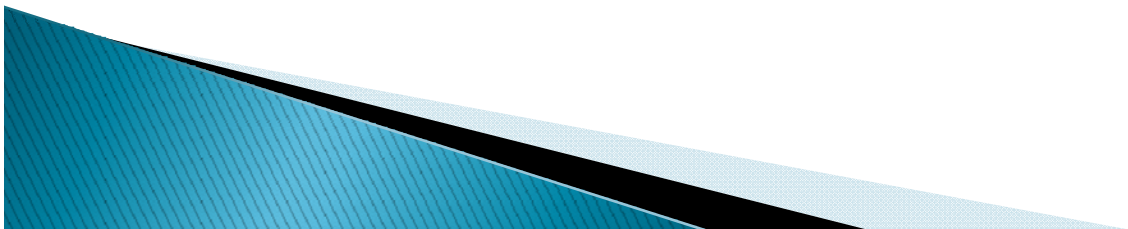
ES Manual list of NOITS form:

- ▶ You failed to attend the overview.
- ▶ You failed to meet with your job counselor/case manager
- ▶ You failed to develop an Employment Plan
- ▶ You failed to meet your school requirements
- ▶ You failed to do the activities in your plan
- ▶ You failed to accept the following suitable employment
- ▶ You failed to continue working at suitable employment



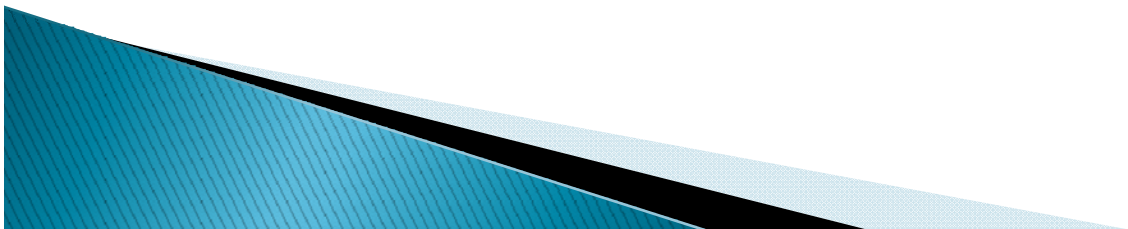
Good Cause

- ▶ It is the participant's responsibility to offer good cause.
 - ▶ If you are aware that good cause applies, even if the participant has not claimed good cause, verify and document the reason and work with the participant to decide on what the next step should be.
 - ▶ Do not impose a sanction.
- 14.6

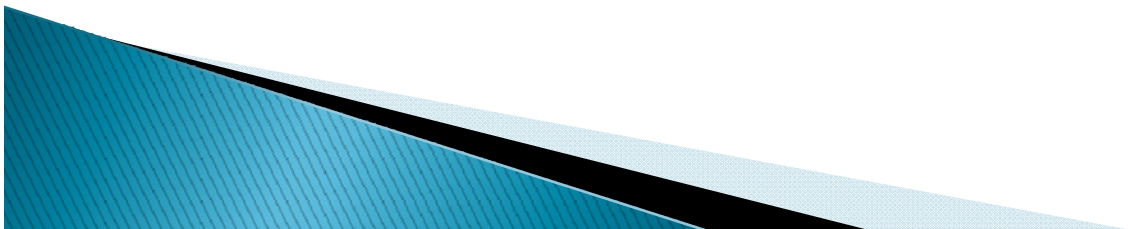


Good Cause

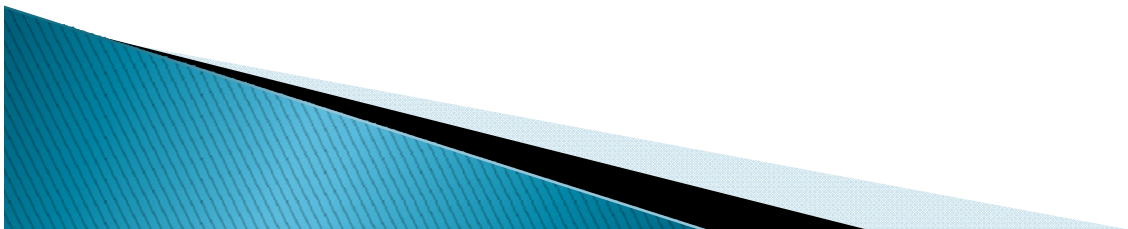
- ▶ Appropriate child care is not available
- ▶ Job not meet definition of suitable employment
- ▶ Participant is ill or injured
- ▶ Member of the unit, relative in household, foster child in household is ill and needs care by the participant
- ▶ Participant is unable to secure needed transportation
- ▶ Participant is in emergency situation that prevent compliance with EP
- ▶ Schedule of compliance with EP conflicts with judicial proceedings
- ▶ Mandatory MFIP meet conflicts with judicial proceeding or juvenile court matter or work schedule



- ▶ Participant is already participating in acceptable work activities
- ▶ EP requires educational program but ed program is not available
- ▶ Activities in EP are not available
- ▶ Participant is willing to accept suitable employment but employment not available
- ▶ Participant documents other verifiable impediments to compliance with EP beyond the participants control.
- ▶ The documentation needed to determine if a participant is eligible for FSS Is not available but there is information that the participant may qualify and the participant is cooperating to obtain the documentation for eligibility.



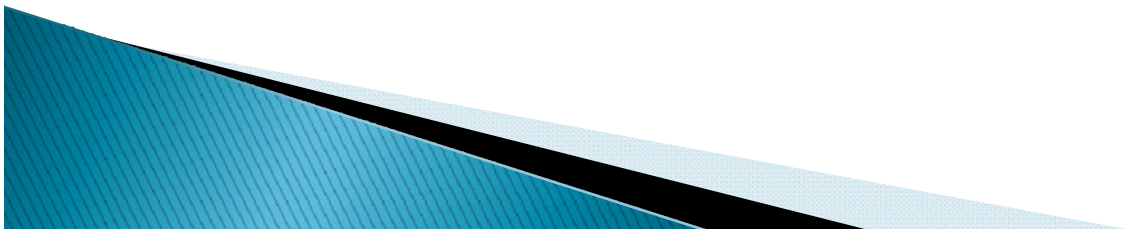
An Important Catch All
Section 14.3.3 describes
actions to be taken for 2nd
through 6th sanction – but
these make a good guide for
flexibility:



14.3

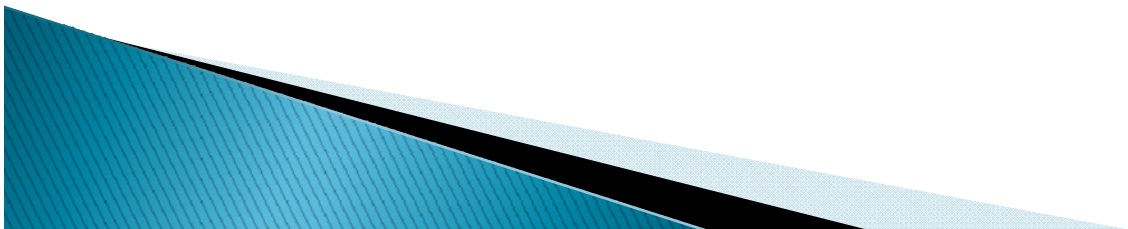
Review the participant's case file to determine if

- ▶ The EP is still appropriate or the continued noncompliance can be cured by providing pre-employment activity, including activities such as volunteer work, literacy programs and related activities, citizenship and English as second language classes, chemical dependency treatment, mental health services, peer group networks, displace homemaker programs, strength-based resiliency training, parenting education, or other programs designed to help families reach their employment goals and enhance their ability to care for their children or the participant meets a good cause criterion.
- ▶ If the lack of an identified activity can explain the non-compliance, the provider must work with the participant to provide the activity.

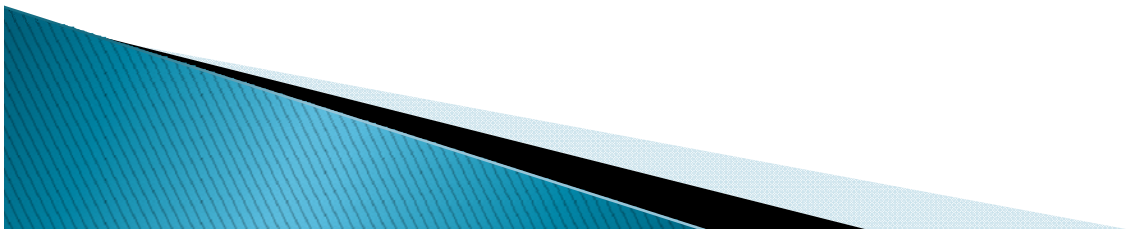


Philosophy

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- ▶ Getting to know better the participant, their situation, and using your counseling or coaching skills, is another tool.
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- ▶ We are on a path to increased employment. Does sanction lead to increased employment or does coaching lead to increased employment?
- ▶ Look for good cause before sanctioning.
- ▶ Outreach through home or community visits – find participants where they are, don't always make them come to you.



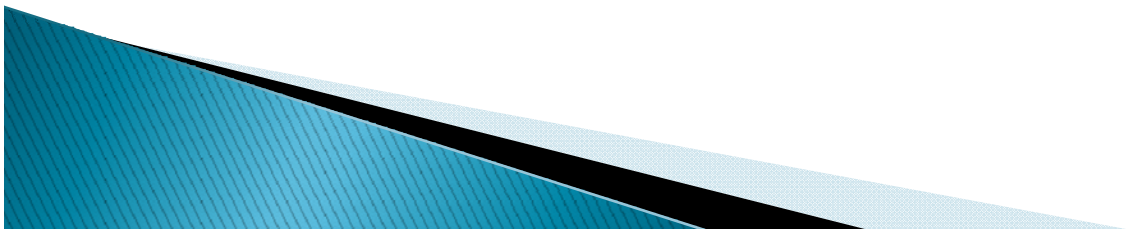
Yes you can NOITS and
sanction WPR/regular
cases if it appears that the
participant is not
complying with ES
requirements as described
in the ES Manual.
And, you can also...



- ▶ Pause for a moment before NOITS or before requesting a sanction be imposed.

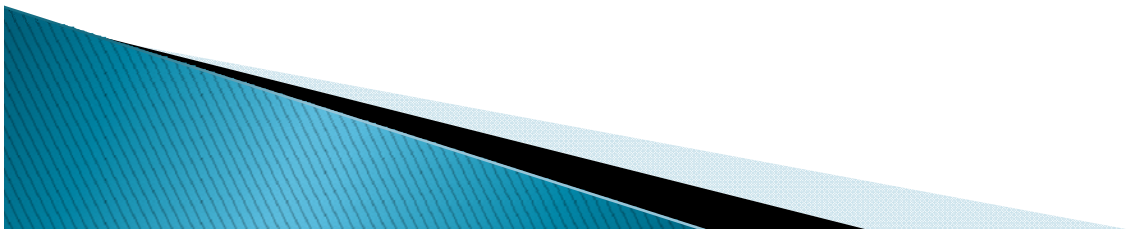
- ▶ If you are aware that good cause applies, even if the participant has not claimed good cause, verify and document the reason and work with the participant to decide on what the next step should be.

- ▶ How can you, through home or community visits, learn the possibility of good cause?



We do not suggest you get
mired in inaction.

Act, but perhaps to reach
for a tool other than a
hammer.



Thank You

- ▶ Questions/suggestions call your agency planner

Bruce Casselton, Planner

651-779-5650

Bruce.casselton@co.ramsey.mn.us

