

DWP/MFIP ES – The 4Es to Success

Effective Date: October 1, 2015

Operational Definition: The 4Es to Success

Engagement, Education, Employment, and Employment Retention are Ramsey County Workforce Solutions (RC WFS) Diversionary Work Program (DWP) and Minnesota Family Investment Program (MFIP) Success Indicators. Fueled by the participant’s self- determination, and guided by the employment counselor, these success indicators lead to increased self-sufficiency as measured by the self-support index (S-SI).



Success Indicator	Definition	Report Card Measures	Technical Support/ Tools
Engagement	A count of <u>all</u> recorded participation hours (e.g. Social Services, Coaching, etc.). All participants should show quarterly progress with increase in hours.	Measures: 5, 7 A and B, 8C, 9, and 10 A,B,C	<ul style="list-style-type: none"> * Motivational Interviewing and Coaching Techniques * Employment Plans * My Bridge of Strength (MBS) and Goal Action Plan (GAP) * SMART Goal Development * Referrals to NdCAD and other community and culturally- based programs
Education	Includes ESL, GED and HS Completion, ABE, Post-secondary, Technical Training, and Certification Programs. Also includes spirit of “Earn and Learn and Lifelong Learning” models.	Measures: 10 B and C, 11 A and B, 12, and 13	<ul style="list-style-type: none"> * DEED Labor Market Information (LMI) * Onsite and Offsite GED and ABE support programs including Navigators * New State of MN legislation supporting education goals for everyone * Career Pathways projects * Area community colleges and technical training facilities including St. Paul College and Century College * MFIP Support Service \$ including transportation, tuition, books, etc.

Success Indicator	Definition	Report Card Measures	Technical Support/ Tools
Employment	Employed PT or FT	Measures: 1 A, B and C, 3, 4 A and B, and 6	<ul style="list-style-type: none"> * Work Experience * Employment Readiness including job clubs, workshops, resume development * DEED LMI * RC WFS Business Services Unit and JobConnect www.jobconnectmn.com * Placement Specialists * Networking events and employer support including Ramsey County Workforce Investment Board (RC WIB) * Executive Skill Development initiatives * MFIP Support Service \$ including transportation, tuition, books, etc.
Employment Retention	Retaining the same job or retaining any status of employment for three months or more	Measures: 2 B, 3 and 6	<ul style="list-style-type: none"> * Career Advancement strategies * MFIP Support Services- up to three months after a person has left MFIP * SNAP Employment and Training option following MFIP * Sliding Scale child care options- priority for those off MFIP for working and attending school

Contact Person: Your Agency Planner