

DWP/MFIP ES Operational Definition

Effective Date: Revised July 28, 2017

Operational Definition: The 4Es

Contact Person: Your Agency Planner

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, travel through these success indicators leads to increased self-sufficiency (and family stability) as demonstrated by the self-support index (S-SI).

Success Indicator	Definition	Report Card Measures & Indicators	Technical Support/ Tools
Engagement	The Merriam Webster Dictionary defines engagement as the condition of “being in gear.” WFS includes movement toward the goal or movement toward the participant’s desired future. Engagement can be shown through increases in meaningful activities and/or quarterly progress with increase in hours that lead towards a short or long-term goal.	6A and 6B 7A and 7B	<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	A structured (including ESL, GED and HS Completion, ABE, Post-secondary, Technical Training, and Certification Programs) way to increase knowledge and development. Also includes spirit of “Earn and Learn and Lifelong Learning” career pathway models.	8A and 8B 9A and 9B Indicators 6-9	<ul style="list-style-type: none"> • DEED LMI (Labor Market Information) • 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.

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<p>Employment</p>	<p>The Merriam Webster Dictionary defines employment as “a specific sustained activity engaged in earning one's living.”</p> <p>Employment may be part-time or full-time.</p>	<p>1A, 1B, 1C 3</p> <p>4A and 4B 5</p>	<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.
<p>Employment Retention</p>	<p>Employment retention (ER) is an advanced form of engagement. ER is initiated by counselor early in relationship, coaching and planning cycle. ER is demonstrated by the participant retaining any status of employment for three months or more, even if not in same job. ER is a broad-based engagement strategy that begins during the initial stages of career coaching and planning and becomes more intensive immediately following job placement.</p>	<p>Measures: 2 3 5</p>	<ul style="list-style-type: none"> • Career Advancement strategies • MFIP Support Services - up to nine 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