

2020-2021 County MFIP Biennial Service Agreement January 1, 2020 - December 31, 2021

Item V.A.

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Enter the county's unique ID number 01AIT224

Contact Information

COUNTY/CONSORTIUM NAME

Aitkin						
PLAN YEAR	CONTACT PERSON		TITLE			
2020-2021	Jessica Goble		Financial Assistance Supe	ervisor		
ADDRESS		CITY		STATE	ZIP CODE	PHONE NUMBER
204 1st St N	W	Aitkir	١	MN	56431	218-927-7218
EMAIL ADDRESS	(where correspondence related to this form will be sent)	COI	NFIRM EMAIL ADDRESS			
jessica.goble@co.aitkin.mn.us		jes	ssica.goble@co.aitkin.mn.us	5	\bigcirc	

Note: Please review the 2020-2021 MFIP Biennial Service Agreement Bulletin for more details before you complete this document.

A. Needs Statement

A lack of (or limited resources) we have to help caregivers achieve self-sufficiency, thus we tend to see the same clients continue on MFIP month after month. Our limited resources include mental health services, chemical health recovery services, child care providers, transportation providers and affordable and/or felon friendly housing.

9659 characters remaining

2. Besides funding, what is the single biggest challenge you are facing in employment services?

A significant amount of our clients are open to MFIP through the FSS program with our CareerForce Center These families have difficult challenges to move through to gain self-sufficiency. Some challenges are: *The rotating staff at our mental and chemical health providers does not support continuity of care.

- *An increase in Family Violence Waivers due to untreated mental and chemical health conditions.
- *Lack of affordable housing
- *Lack of transportation services for a large rural area.

9506 characters remaining

Identify the strengths in your community that you are most proud of that benefit MFIP/DWP families.
 BEACON Network of a 60 agency network of agencies who collaborate and provide services for families.
 Social Services and Employment Services Staff are invested in their communities and clients to see growth and prosperity for both. Staff are willing to travel to outlying areas to provide services in a safe location.

A. Needs Statement (continued)

3. What strengths and resources do you have available to address the needs of your participants?

Please check all the resources available to participants in your service area and check whether the resource is available within MFIP financial or employment services "in-house" or from a partner organization (county resources with developed connections to MFIP), and/or an external community resource or both. If you lack sufficient resources in your area, check the Resource Gaps column, even if there are some resource sources. Add any "other" resources that you consider necessary.

MFTP Resources	Partner Resources	Community Resources	Resource Gaps	
			×	ABE/GED
	×	×		Adult/elder services
×	×	×		Career planning
×			×	Childcare funds
×			×	Chemical health services
×	×	×		Computer lab access
×			×	Credit counseling/financial literacy
			×	English Language Learner (ELL)
	×	×		Food shelf
	×			Housing assistance
×	×			Job club
×	×			Job development
×	×			Job placement
×	×			Job retention
×	×			Job search workshops
×			×	Mental health services
×	×			On-the-job training program
×	×			Post-secondary education planning
×	×			Short-term training
×	×			Supported work / paid work experience
×			×	Transportation assistance (gas cards, bus cards)
×	×			Vehicle repair funds
×	×	×		Volunteer opportunities
×	×			Youth program
				Other
				Other
				Other

4. County Program Contact Information

Please name contacts for the following programs if different from the contact on the cover page. You only need to give a person's phone and email once.

MFIP EMPLOYMENT SERVICES STAFF CONTACT NAME	PHONE NUMBER	EMAIL ADDRESS
DWP STAFF CONTACT NAME	PHONE NUMBER	EMAIL ADDRESS
FINANCIAL ASSISTANCE SERVICES STAFF CONTACT NAME	PHONE NUMBER	EMAIL ADDRESS

A. Needs Statement (continued)

Employment Services Provider(s) Information

Statute <u>256J.50</u>, <u>subdivision 8</u>: Each county, or group of counties working cooperatively, shall make available to participants the choice of at least two employment and training service providers as defined under Minnesota Statutes, section <u>256J.49</u>, <u>subdivision 4</u>, except in counties contracting with CareerForce Centers that use multiple employment and training services or that offer multiple services options under a collaborative effort and can document that participants have choice among employment and training services designed to meet specialized needs.

List your current employment services provider(s) and check the respective box to indicate which population served. If a CareerForce Center is the only employment services provider, list the multiple employment and training services among which participants can choose. Section G of this form addresses provider choice.

NAME	ADDRESS	
Arrowhead Economic Opportunity Agency 20 3rd Street NE,		Aitkin, MN 56431
CONTACT PERSON	PHONE NUMBER	EMAIL
Jan Francisco	218-327-6748	jan.francisco@aeoa.org
Population Served X MFIP ES X E	DWP ES 🔀 FSS	Teen Parents 200% FPG
NAME	ADDRESS	
Northeast Minnesota Office of Job Training	20 3rd Street NE,	Aitkin, MN 56431
CONTACT PERSON	PHONE NUMBER	EMAIL
Kari Paulsen	218-735-6121	kari.paulsen@nemojt.org
Population Served X MFIP ES X [DWP ES 🔀 FSS	Teen Parents 200% FPG

B. Service Models

Mi	nnesota Family Investment Program (MFIP) and the Diversionary Work Program (DWP)
1.	Do you have culturally specific employment services for different racial/ethnic groups?
	African American African immigrant Asian American Asian immigrant American Indian Hispanic/Latino Other
2.	What strategies do you use for hard-to-engage participants? Check all that apply. Home visits Incentives Off-site meeting opportunities Incentives
3.	What types of job development do you do? Check all that apply. Sector job development Individual job development Other
4.	Do you have an ongoing job development partnership or sector based job development with community employers to help participants with employment? No Yes Check all activities employers provide.
	Interview opportunies Interview opportu
	X Work experience X Helps plan training programs X OtherSPECIFY:Job Fairs, Employer Spotlights
5.	Do you provide job retention services to employed participants while they are receiving MFIP? No • Yes Check all that apply. X Available to assist with issues that develop on the job X Financial planning Soft skills training Image: Image
	X Mentoring X Transportation X Personal contact with the employee HOW OFTEN? Monthly Other Other<
	How long do you provide job retention services?
	 ○ Less than 3 months ○ 3-6 months ● 7-12 months ○ More than one year
6.	Do you provide job advancement services to employed participants?
	Career laddering X Networking Coaching/mentoring Ongoing job search
	Education/training Other SPECIFY: Talent Development Program
7.	Do you utilize any career pathways programs or skill assessment and credentialing programs for your participants?
	Pathways to Prosperity (P2P) Work Keys National Career Readiness Certificate (NCRC)
	✗ Other SPECIFY: Talent Development Program, Career Assessment Inventories

B. Service Models (continued)

Family Stabilization Services (FSS)

1.	Do you have professionals available to ass	st with FSS cases?	
	No • Yes Check all that apply		
	X Adult Mental Health professional	Y Psychologist	X Adult Rehabilitation Mental Health Services (ARMHS) worker
	Vublic Health Nurse	Chemical Health professional	Social Worker
	Children's Mental Health professional	X Vocational Rehabilitation worker	✗ Other SPECIFY: Domestic Violence Advocates
2.	Do you make referrals for children of FSS	_	
	Children's Mental Health Services	Public Health Nurse home vi	siting services Child Wellness Check-ups
	Women, Infants and Children Program (WI	Child Car	e Assistance Program (CCAP)

- 3. Are any of these services for children offered to non-FSS families?
 - No Yes

Services for families no longer on MFIP/DWP but under 200% of Federal Poverty Guideline

1.	Do you provide services to fam under 200% of the Federal Pov No • Yes Check all t	0	VP or MFIP assistance	but are
	★ ABE/ELL Classes	X Job retention services	X Child care	X Referral to other programs
	Computer Lab Access	Support Services	X GED	✗ Training/Job Skills Classes
	Job postings	Other		

B. Service Models (continued)

Minnesota Family Investment Program (MFIP) Services for Teen Parents

1. Are there specialized workers who work primarily with teens (for example, child care worker provides child care resources to teens only)?

• No 🦳 Yes	Check all that apply for each age group		
Minors (under age 18)	Age 18/19		
		Financial worker	
		Employment service worker	
		Social worker (Social Services)	
		Public health nurse	
		Child care worker	
		Child protection worker	
		Other job role	

2. Is there a single point of contact for teens, that is, one staff with primary responsibility for keeping in contact with the teen, working with the teen, and making connections to other services? Respond for each age group separately. If yes for an age group, check the one position that serves this function within that age group.

• No () Yes	
Minors (under age 18)	Age 18/19
Financial worker	Financial worker
Employment service worker	Employment service worker
Social worker (Social Services)	Social worker (Social Services)
Public health nurse	Public health nurse
Child care worker	Child care worker
Child protection worker	Child protection worker
Other job role	Other job role

3. Does your county have an active partnership with the local public health agency to get teen parents enrolled and engaged in public health nurse home visiting services? Check one for each age group.

Minors	(under	age	18)
--------	--------	-----	-----

Age 18/19

• Yes, mandatory

- Yes, mandatory
- Yes, voluntary
- No

- Yes, voluntary
- No

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C. Measures

Performance Measures

1. Performance-based funding is determined by a service area's annualized Self-Support Index value. Review the information and report links in this section to see the effect of performance on funding and reporting, based on Statute 256J.626, subdivision 7.

Each year a bonus to a service area's Consolidated Fund allocation will be based on its performance on the Self-Support Index in the previous April to March year.

The three-year Self-Support Index (S-SI): This measure starts with all adults receiving MFIP or DWP cash assistance in a quarter and tracks what percentage of them, three years later, are no longer receiving family cash assistance or are working an average of 30 hours a week if still receiving cash assistance. Those who left MFIP after reaching 60 counted months and those who left due to 100 percent sanction are only counted as a success if they worked an average of 30 hours per week in their last month of eligibility or if they began receiving Supplemental Security Income (SSI) after family cash assistance ended. To provide fair comparisons across service areas, DHS calculates a "Range of Expected Performance" for the S-SI that is based on local caseload characteristics and economic conditions. The service area's Self-Support Index value is whether the service area was above, within, or below its expected Range.

The S-SI and Range are annualized for the four quarters in the April through March year ending in the reporting year before the funding year. See the annualized report on the MFIP Reports page on the DHS website for 2019 https://edocs.dhs.state.mn.us/lfserver/Public/DHS-4651F-ENG. A service area with an annualized S-SI "above" its customized Range of Expected Performance for 2019 will receive a 2.5 percent bonus added to its Consolidated Fund allocation for calendar year 2020.

MFIP Annualized S-SI and WPR report (PDF)

If your service area is receiving a bonus, congratulations! Please share a success strategy here:

In Aitkin County, MFIP and DWP rules and policies are communicated clearly to each family so that they understand what the expectations are. Additionally, we set high standards so that families are expected to be at their best and are reward by their success. We also focus on providing follow up services to those families who have left MFIP and DWP with a strong focus in job retention.

In Autumn of 2017, the employment services counselors and financial workers started utilizing a tool to ensure we have cases coded correctly. We are working through this as a new function to our meeting and are hoping to improve the WPR in Aitkin County. This is a living document that is updated regularly to ensure all parties are communicating information.

A couple of our major challenges in improvement of our POR are the first two months a client is open are counted in our rate even if the individual is FSS, our transportation issues in the county and we need to be more diligent with our sanction process.

Aitkin County and our ESP have an excellent working relationship and have a shared vision of improving our WPR and S-SI numbers. Aitkin County has fairly successful S-SI number but our WPR is a challenge to meet.

8778 characters remaining

If your service area performed "above" or "within," you can go to item 2.

If your service area performed "below" for 2018 and performs "below" again for 2019, you then will have to negotiate a multiyear improvement plan with the commissioner. If no improvement is shown by the end of the multiyear plan, the next year's allocation must be decreased by 2.5 percent, to remain in effect until the service area performs within or above its Range of Expected Performance.

C. Measures (continued)

Racial/Ethnic Disparities

2. A racial/ethnic disparity for a service area is defined as a one-year Self-Support Index that is five or more percentage points lower for a non-white racial/ethnic group than for the white group of MFIP/DWP-eligible adults in that area. Access the report "Two-Year Performance Trends of Racial/Ethnic and Immigrant Group". This report lists (1) service areas that have any racial/ethnic disparities requiring action and (2) the table of differences for all service areas.

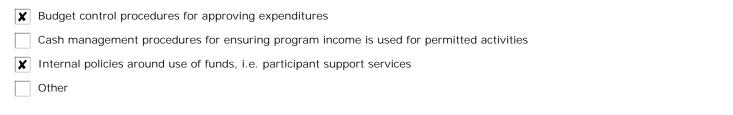
Performance Measures by Racial/Ethnic or Immigrant Group (PDF)

If your service area is in the disparity list, please answer the following question: DHS will work with you to reduce these disparities.

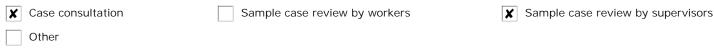
What strategies and action steps for each of the groups with disparities do you plan for the coming biennium?

D. Program Monitoring/Compliance

1. What procedures do you have in place to ensure that program funds are being used appropriately as directed in law? Check all that apply.



2. What procedures do you have in place to ensure program policies are followed and applied accurately? Check all that apply.



If your service area has not made changes to your random drug testing policy since the last BSA, go to Section E.

- 3. What procedures/policies do you have in place for administering random drug tests of convicted drug felons on MFIP as required by Minnesota Statutes, section 256J.26, subdivision 1?
 - Written policy within the MFIP unit

Coordination with Corrections

Currently establishing new policy/procedure(s)

• Other SPECIFY: Policy cash programs & procedure for all of Social Services

E. Collaboration and Communication with Others

1. How many employment services front-line staff are employed in your county or consortium?

3			

How many employment services front-line staff in your county or consortium have MAXIS access?

1

How many managers/supervisors have MAXIS access?

1

2. Describe the process your service area uses to identify and resolve discrepancies between MAXIS and WF1 data in areas such as Family Stabilization Services coding, employment/hours, sanction status, etc.

Employment Services staff work very closely with Aitkin County Health and Human Services Financial Workers to clarify any discrepancies. We meet monthly for caseload reviews where Maxis access is available so that case can be reviewed and shortcomings can be discussed and corrected.

In autumn of 2017, our employment service and financial workers have started utilizing a new tool to ensure we have cases coded correctly. We are working through this as a new function to our meetings and are hoping to improve the WPR in Aitkin County.

A couple of our major challenges in improvement of our WPR are the first two months a client is open are counted in our rate even if the individual is FSS, our transportation issues in the county and we need to be more diligent with our sanction process.

Aitkin County and our ESP have an excellent working relationship and have a shared vision of improving our WPR and S-SI numbers. Aitkin County has fairly successful S-SI number but our WPR is a challenge to meet.

- 1. Does your county provide emergency or crisis services from your Consolidated Fund?
 - 🔿 No 💿 Yes

If yes, attach a copy of your emergency/crisis plan.

Attached.

G. Other

Administrative Cap Waiver

Minnesota Family Investment Program (MFIP) allows counties to request a waiver of the MFIP administrative cap (currently at 7.5%) for providing supported employment, uncompensated work or community work experience program for a major segment of the county's MFIP population. Counties that are operating such a program may request up to 15% administrative costs.

If your county is interested in applying for the waiver for the coming biennium, please complete the following four questions.

1. Describe the activity(s) you will provide.

4000 characters remaining

2. Explain the reasons for the increased administrative cost.

4000 characters remaining

3. Describe the target population and number of people expected to be served.

4000 characters remaining

4. Describe how the unpaid work experience is designed to impart skills and what steps are taken to help participants move from unpaid work to paid work.

G. Other (continued)

Addendum for Unpaid Work Experience Activities

If your county is providing unpaid work experience activities for MFIP participants, please fill out the Unpaid Work Experience Form. Email the completed form to Tria.Chang@state.mn.us

Provider Choice

Does your county:

- Have at least two employment and training services providers. Go to Section H.
- Have a CareerForce center that provides multiple employment and training services, offers multiple services options under a collaborative effort and can document that participants have choice among employment and training services designed to meet specialized needs. Go to Section H.
- Intend to submit a financial hardship request.

G. Other (continued)

Financial Hardship Request

FINANCIAL HARDSHIP - Exception to Choice of Employment Service Providers Requirement

MFIP provisions require counties to make a choice of at least two employment service providers available to participants unless a workforce center is being utilized (Minnesota Statutes, section 256J.50, subdivision 8). Counties may request an exception if meeting this requirement results in a financial hardship (Minnesota Statutes, section 256J.50, subdivision 9).

A financial hardship is defined as a county's inability to provide the minimum level of service for all programs if a disproportionate amount of the MFIP consolidated fund must be used to cover the costs of purchasing employment services from two providers or the cost of contracting with a workforce center.

To request approval of a financial hardship exception from the choice of provider requirement, please provide the following information.

- 1. If the county had a choice of providers in calendar year 2019, describe:
 - · factors that have changed which indicate a financial hardship
 - why the hardship is expected to persist in the near future and
 - the magnitude of the hardship, which makes limiting delivery of employment services the best financial option for the county.

2000 characters remaining

- 2. Summarize options explored by the county, including use of other partners in a workforce center or other community agencies, such as a Community Action Program or a technical college. The summary should also include:
 - major factors which prevent the county from utilizing these options and include a cost analysis of each option considered; and
 the process used to determine the cost of other options (RFP or other county process).

2000 characters remaining

3. If the county proposes to directly deliver MFIP employment services, provide a budget and staffing plan that clearly indicates consolidated funds will not be used to supplant county funds. The description should include information about what steps will be taken to ensure that county staff have the experience and skills to deliver employment services.

2000 characters remaining

The Department of Human Services (DHS) and the Department of Employment and Economic (DEED) will also review the amount budgeted by the county for employment and training during calendar year 2019 and use this amount as a guide to determine whether the amount budgeted by the county for calendar year 2020 is reasonable.

If a financial hardship is approved, DHS and DEED will closely monitor county programs to ensure outcomes are achieved and services are being delivered consistent with state law.

H. Budget

Click on the link below to review your service area's 2020 MFIP allocation and Federal Funding Sources:

MFIP Consolidated Fund (PDF)

In the budget table, indicate the amount and percentage for each item listed for the budget line items for calendar years 2020-2021. Also note:

- Refer the 2020-21 Minnesota Family Investment Program (MFIP) Biennial Service Agreement (BSA) Guidelines Bulletin section, "Allowable Services under MFIP Consolidated Fund."
- Total percent must equal 100.
- MFIP administration is capped at 7.5 percent unless the county is approved for an administrative cap waiver. To apply for the administrative cap waiver, respond to the questions in Section G under Administrative Cap Waiver.
- The percentage of Employment Services DWP budget should be significantly less than, the Employment Services MFIP budget.
- Income maintenance administration is reasonable in comparison to the whole budget.
- Ensure the Emergency Assistance/Crisis Services plan is included if funds are allocated.
- If "other" is used, briefly state or describe the line item. "Other" expenditures include any costs that are not related to administering MFIP, DWP or Emergency program services or atypical costs. All services must be an allowable service under the MFIP Consolidated Fund.
- Email Brandon Riley at brandon.riley@state.mn.us, if you need assistance or have questions with the budget section.

2020 Budget

Budgeted Amount	Percent	Line I tems		
15,962.10	7.50%	Employment Services (DWP)		
113,000.00	53.07%	Employment Services (MFIP)		
30,000.00	14.09%	Emergency Services/Crisis Fund		
15,969.90	7.50%	Administration (cap at 7.5%)		
38,000.00	17.85%	Income Maintenance Administration		
	0.00%	Incentives (Include the total amount of funds budgeted for participant incentives but don't include support services here)		
	0.00%	Capital Expenditures		
	0.00%	Other 1		
	0.00%	Other 2		
\$212,932.00	100.00%	Total		

2021 Budget

Budgeted Amount	Percent	Line I tems
15,962.10	7.50%	Employment Services (DWP)
113,000.00	53.07%	Employment Services (MFIP)
30,000.00	14.09%	Emergency Services/Crisis Fund
15,969.90	7.50%	Administration (cap at 7.5%)
38,000.00	17.85%	Income Maintenance Administration
	0.00%	Incentives (Include the total amount of funds budgeted for participant incentives but don't include support services here)
	0.00%	Capital Expenditures
	0.00%	Other 1
	0.00%	Other 2
\$212,932.00	100.00%	Total

Certifications and Assurances

Public Input

Prior to submission, did the county solicit public input for at least 30 days on the contents of the agreement? \bigcirc No \bigcirc Yes

Was public input received?

🖲 No 🔵 Yes

If received but not used, please explain.

4000 characters remaining

Assurances

It is understood and agreed by the county board that funds granted pursuant to this service agreement will be expended for the purposes outlined in Minnesota Statutes, section 256J; that the commissioner of the Minnesota Department of Human Services (hereafter department) has the authority to review and monitor compliance with the service agreement, that documentation of compliance will be available for audit; that the county shall make reasonable efforts to comply with all MFIP requirements, including efforts to identify and apply for available state and federal funding for services within the limits of available funding; and that the county agrees to operate MFIP in accordance with state law and federal law and guidance from the department.

Counties may use the funds for any allowable expenditures under subdivision 2, including case management outlined in Minnesota Statutes, section 256J.

Counties or Tribes (and all tiers of subgrantees) must use the U.S. Office of Management and Budget (OMB) Uniform Grant Guidance, Code of Federal Regulations, title 2, subtitle A, chapter II, part 200, as applicable (including modifications) in the administration of all DHS federal and/or state funded grants. https://www.ecfr.gov/cgi-bin/text-idx?tpl=/ecfrbrowse/Title02/2cfr200_main_02.tpl

This allocation is funded with 8% state funds and 92% federal TANF funds and paid quarterly. The catalog of Federal Domestic Assistance (CDFA) Number is 93.558 – Temporary Assistance for Needy Families (TANF).

The Award number for the period of January 1, 2020 – December 31, 2021 will be published with the MFIP Consolidated Fund Calendar Year 2020 and Calendar Year 2021 Allocation with Performance Bonus.

Service Agreement Certification

Checking this box certifies that this 2020-2021 MFIP Biennial Service Agreement has been prepared as required and approved by the county board(s) under the provisions of Minnesota Statutes, section 256J. In the box below, state the name of the chair of the county board of commissioners or authorized designee, their mailing address and the name of the county.

DATE OF CERTIFICATION	NAME (CHAIR OR DESIGNEE)			COUNTY		
	Anne Marcotte		Aitkin			
MAILING ADDRESS		CITY		STATE	ZIP CODE	
217 2nd St NW, Room 134		Aitkin		MN	56431	

If your county agency is unable to complete your BSA by October 15, 2019 you will need to request an extension. Please email Tria.Chang@state.mn.us to provide additional information about why you were not able to compete this form and when you expect to submit the form by.

Save or Submit

To save your work, click the 'Save Form for Later' button. Your information will be saved, and you may finish the form later.

To submit your information to DHS, click the 'Submit Final Form' button.