



Health & Human Services Agenda Request

1D
Agenda Item #

Requested Meeting Date: October 24, 2023

Title of Item: Approval of 2024-2025 DHS Service Agreement

<input checked="" type="checkbox"/> REGULAR AGENDA <input type="checkbox"/> CONSENT AGENDA <input type="checkbox"/> INFORMATION ONLY	Action Requested: <input checked="" type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft) <small>*provide copy of hearing notice that was published</small>	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing*
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Submitted by: Jessi Goble	Department: H&HS
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Presenter (Name and Title): Jessi Goble, Financial Services Supervisor	Estimated Time Needed: 2-5 min
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Request approval of 2024-2025 County and Tribal Nation MFIP Biennial Service Agreement with DHS.

Alternatives, Options, Effects on Others/Comments:

Recommended Action/Motion:
 Recommend approval

Financial Impact:

Is there a cost associated with this request? Yes No

What is the total cost, with tax and shipping? \$

Is this budgeted? Yes No Please Explain:



AITKIN COUNTY HEALTH & HUMAN SERVICES

204 First Street NW
Aitkin, MN 56431

Phone: 800-328-3744/218-927-7200
Fax: 218-927-7210

Contract

2024-2025 County and Tribal Nation MFIP Biennial Service Agreement with DHS

Objective

Under Minnesota Statutes, section 256J.626, subdivision 4, counties, consortia, and Tribal Nations are required to submit a Biennial Service Agreement (BSA) to be approved by the Minnesota Department of Human Services (DHS) to receive consolidated funds for the Minnesota Family Investment Program (MFIP)

Opportunity

This agreement allows Aitkin County to receive the Consolidated Funding needed to administer the family cash assistance programs.

Existing or New Contract

This agreement is an existing agreement.

Changes to Existing Contract

Page Section 2, A. Needs Statement – Removed references to COVID-19 processes and updated sections with current challenges and strengths supporting MFIP/DWP families.

Page 8, Section C. Addressing Equity – Section added this year.

Page 13, Section F. Measures, Racial/Ethnic Disparities – Plan from the county and services providers to improve our Self-Support Index for American Indian persons utilizing MFIP/DWP programs in Aitkin County. *See the graph at the end of this report.

Page 18, Section J. Budget: This amount is allocated to the county from DHS.

Timeline for Execution

January 1, 2024 to December 31, 2025

“This institution is an equal opportunity provider.”



AITKIN COUNTY HEALTH & HUMAN SERVICES

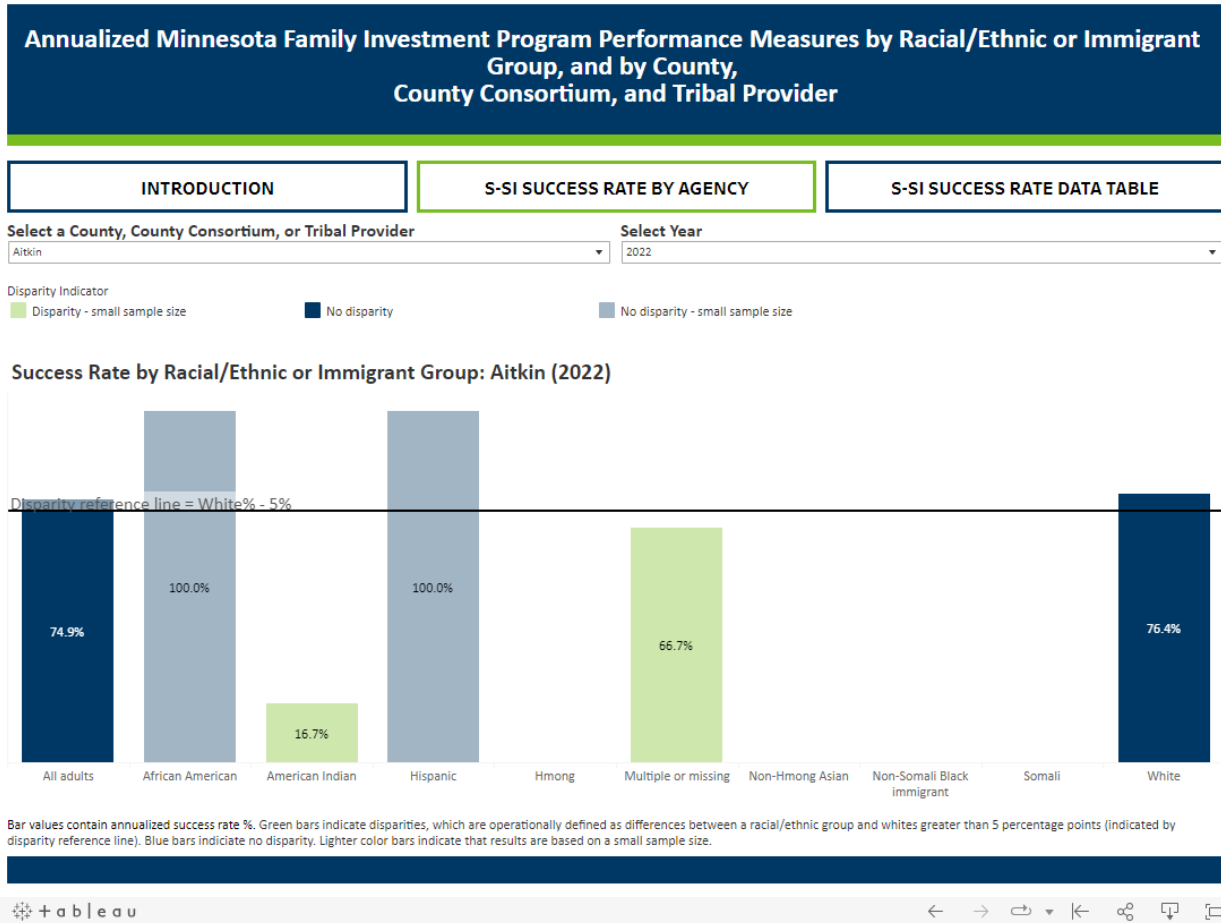
204 First Street NW
Aitkin, MN 56431

Phone: 800-328-3744/218-927-7200
Fax: 218-927-7210

Conclusion

ACHHS is seeking approval of this Agreement for submission to DHS for final approval.

Racial/Ethnic Disparities Self-Support Index Results for 2022:



“This institution is an equal opportunity provider.”

Enter the county or tribal nation's unique ID number

*Required field

Contact Information

COUNTY/CONSORTIUM NAME

PLAN YEAR

* CONTACT PERSON

* TITLE

* ADDRESS

* CITY

* STATE

* ZIP CODE

* PHONE NUMBER

* EMAIL ADDRESS (where correspondence related to this form will be sent)

* CONFIRM EMAIL ADDRESS



Note: Please review Bulletin #23-11-02: 2024-2025 Minnesota Family Investment Program (MFIP) Biennial Service Agreement (BSA) Guidelines for more details before you complete this document.

A. Needs Statement

1. Identify challenges in financial assistance that are prohibiting you from properly serving MFIP/DWP families in your community.

A shortage of affordable housing.
 A shortage of childcare providers.
 A shortage of mental health providers.
 Public transportation is limited in our area. Aitkin County is considered super rural and is very large in area.
 Shortage of local substance use disorder providers.
 Families who move from the metro with housing vouchers experience a culture shock due to our lack of resources comparative to metro communities.
 Policies are leaning so heavily toward client enabling rather than empowering and promoting that it is hindering the self-sufficiency of Aitkin County families.

9419 characters remaining

2. * Identify challenges in employment services that are prohibiting you from properly serving MFIP/DWP families in your community.

A shortage of public transportation.
 A shortage of childcare providers.
 Shortage of affordable housing.
 Ability to provide services in super rural areas is challenging.

Employment Counselors are required to be creative in meeting the needs of those without access to public transportation or lack of childcare.

Aitkin County has a high quantity of cases deemed FSS. These households have increased barriers that require more intensive engagement with Employment Services Counselors.

Our Employment Services Counselors are much more involved in supporting Aitkin County families due to our caseload sizes which can cause difficulties for these families who transition from a metro area if the household had not been compliant with employment or treatment plans in a previous county. This can cause feelings of being targeted while the Employment Services Providers are doing the required work with families.

Reduction of DEED funding to Career Force centers for technology, specifically rural areas who do not have quality internet services available. Rural Career Force Centers still offer these services and must take these funds out of other "pots" of money to assist residents.

8814 characters remaining

3. * Identify the strengths in your community that you are most proud of that benefit MFIP/DWP families.

Aitkin County Health & Human Services (ACHHS) and Employment Services Providers are very active in developing relationships with other agencies in our county to help provide supports to families. There is a commitment to help families find the resources they need to reach a realistic level of self-sufficiency for each person open to DWP, MFIP and beyond when a family has reached their time limits for these programs. We attempt to surround each family with support and supply tools they need for their success no matter what success looks like for any family.

Working in tandem with Veterans Services, Salvation Army, law enforcement agencies, mental health providers, substance use disorder providers & other regional agencies to collaborate on a Homeless Coalition to work toward preventing homelessness and assist in stabilization of family units.

Utilizing technology such as, E-Signatures, hot spots & Workforce1 Connect, provides ES Counselors the ability to overcome transportation and mental health barriers.

BEACON (Building effective and collaborative organizational networks) Meeting, held annually & facilitated by ES providers to create and maintain collaborative networks among Aitkin County service providers. The goal of this group is to reduce financial waste and enhance the overall support Aitkin County families receive.

8652 characters remaining

A. Needs Statement *(continued)*

4. 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/Tribal Nation resources with developed connections to MFIP), and/or an external community resource or both. If you lack the resources in your service area, check the Resource Gaps column. Add any "other" resources that you consider necessary.

MFIP Resources	Partner Resources	Community Resources	Resource Gaps	
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ABE/GED
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Adult/elder services
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Career planning
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Childcare funds
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Chemical health services
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Computer lab access
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Credit counseling/financial literacy
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	English Language Learner (ELL)
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Food shelf
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Housing assistance
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Job club
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Job development
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Job placement
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Job retention
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Job search workshops
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Mental health services
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	On-the-job training program
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Post-secondary education planning
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Re-entry support
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Short-term training
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Supported work / paid work experience
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Transportation assistance (gas cards, bus cards)
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Vehicle repair funds
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Veteran Services Support
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Volunteer opportunities
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Youth program
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Other <input type="text" value="Affordable Housing"/>

5. County/Tribal Nation 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
<input type="text"/>	<input type="text"/>	<input type="text"/>
* DWP STAFF CONTACT NAME	PHONE NUMBER	EMAIL ADDRESS
<input type="text"/>	<input type="text"/>	<input type="text"/>
* FINANCIAL ASSISTANCE SERVICES STAFF CONTACT NAME	PHONE NUMBER	EMAIL ADDRESS
<input type="text"/>	<input type="text"/>	<input type="text"/>

A. Needs Statement (continued)

6. Employment Services Provider(s) Information

MN Statute 256J.50, Subdivision 8: Each county, or group of counties working cooperatively, must make available to participants the choice of at least two employment and training service providers as defined under MN Statute 256J.49, Subdivision 4, except in counties contracting with workforce 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 Workforce Center is the only employment services provider, list the multiple employment and training services among which participants can choose. Section I of this form addresses provider choice.

NAME		ADDRESS	
Northeast Minnesota Office of Job Trainin		820 North 9th St, Ste. 240, Virginia, MN 55792	
CONTACT PERSON	PHONE NUMBER	EMAIL	
Randy S. Back	218-735-6105	Randy.Back@nemojt.org	
Population Served			
<input checked="" type="checkbox"/> MFIP ES	<input checked="" type="checkbox"/> DWP ES	<input checked="" type="checkbox"/> FSS	<input checked="" type="checkbox"/> Teen Parents
<input checked="" type="checkbox"/> 200% FPG	<input checked="" type="checkbox"/> Other		

NAME		ADDRESS	
Arrowhead Economic Opportunity Agenc		702 3rd Ave S, Virginia, MN 55792	
CONTACT PERSON	PHONE NUMBER	EMAIL	
Jan Francisco	218-748-7332	jan.francisco@aeoa.org	
Population Served			
<input checked="" type="checkbox"/> MFIP ES	<input checked="" type="checkbox"/> DWP ES	<input checked="" type="checkbox"/> FSS	<input checked="" type="checkbox"/> Teen Parents
<input checked="" type="checkbox"/> 200% FPG	<input checked="" type="checkbox"/> Other		

B. Service Models

Minnesota Family Investment Program (MFIP) and the Diversionary Work Program (DWP)

1. *What strategies do you use for hard-to-engage participants? Check all that apply.

- Home visits, Sanction outreach services, Off-site meeting opportunities, Incentives - specify: Gas cards, Virtual appointments, Workforce One Connect app, Other - specify:

2. *What types of job development do you do? Check all that apply.

- Sector job development, Individual job development, Other - specify:

3. *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 employer provides: Interview opportunities, Job skills training, Job placement, Job shadowing, On-site job training, Work experience, Helps plan training programs, Other - specify: Job fairs, Virtual Job Fairs

4. *Do you provide the following services to prepare participants for work?

- No, Yes - check all that apply: Transportation, Soft skills training, Financial planning, Mentoring, Other - specify:

5. *Do you provide job retention services to employed participants while they are receiving MFIP?

- No, Yes - check all that apply and answer the follow up question below: Available to assist with issues that develop on the job, Financial planning, Soft skills training, Mentoring, Transportation, Personal contact with the employee HOW OFTEN? Monthly, Other - specify:

If yes, 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?

- No, Yes - check all that apply: Career laddering, Networking, Coaching/mentoring, Ongoing job search, Education/training, Other - specify: Talent Development Programing

7. *Do you utilize any career pathways programs or skill assessment and credentialing programs for your participants?

- No, Yes - check all that apply: 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 qualified professionals available to assist with FSS cases in your service area who meet the licensure and accreditation requirements below?

No Yes – check all that apply:

- Licensed physician Physician assistant Advanced practice registered nurse
 Physical therapist Occupational therapist Licensed social worker
 Licensed psychologist Certified school psychologist Mental health professional
 Certified psychometrist Other – specify: Domestic Violence Advocates, ARMHS Services

2. * Do you make referrals for children of FSS participants?

No Yes – check all that apply:

- Children's Mental Health Services Public Health Nurse home visiting services Child Wellness Check-ups
 Women, Infants and Children Program (WIC) Follow Along Program
 Other – specify: Early Childhood Education, Childcare Assistance Program

3. * Are any of these services for children offered to non-FSS families?

No Yes

Services for families under 200% of Federal Poverty Guideline (FPG)

1. * Do you serve families not receiving MFIP/DWP that are under 200% of the Federal Poverty Guideline (FPG)?

No Yes

DESCRIBE

Youth & Dislocated Worker Program, SNAP E&T, Job Club, WIOA, Resume Workshop, Scholarship

2. * Do you provide services to families who have exited MFIP/DWP or families at risk of receiving MFIP or the Diversionary Work Program (DWP), but are under 200% of the Federal Poverty Guideline (FPG)?

No Yes – check all the services that apply:

- Child care Job retention services GED ABE/ELL classes
 Job postings Computer lab access Support services Transportation/vehicle repair
 Other – specify:

If yes, how long do you provide these services?

Up to 3 months 6 months 12 months Other – specify:

3. * Do you provide services to Non-Custodial Parents (NCPs) that are under 200% of the Federal Poverty Guideline (FPG)?

No Yes

Describe below, including how many NCPs you are currently serving:

Youth & Dislocated Worker Program, SNAP E&T, Job Club, WIOA, Resume Workshop, Scholarship

4. * Describe the process you have in place to verify income below 200% FPG for participants that are not on MFIP or DWP.

MAXIS inquiry & Workforce One

B. Service Models *(continued)*

Minnesota Family Investment Program (MFIP) Services for Teen Parents

1. * Are there specialized workers who work primarily with teens?

No Yes – check all that apply for each age group:

Minors (under age 18)	Age 18/19	
<input type="checkbox"/>	<input type="checkbox"/>	Financial worker
<input type="checkbox"/>	<input type="checkbox"/>	Employment service worker
<input type="checkbox"/>	<input type="checkbox"/>	Social worker
<input type="checkbox"/>	<input type="checkbox"/>	Public health nurse
<input type="checkbox"/>	<input type="checkbox"/>	Child care worker
<input type="checkbox"/>	<input type="checkbox"/>	Child protection worker
<input type="checkbox"/>	<input type="checkbox"/>	Other job role – specify: <input style="width: 400px;" type="text"/>

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

<input type="checkbox"/> Financial worker	<input type="checkbox"/> Financial worker
<input type="checkbox"/> Employment service worker	<input type="checkbox"/> Employment service worker
<input type="checkbox"/> Social worker (Social Services)	<input type="checkbox"/> Social worker (Social Services)
<input type="checkbox"/> Public health nurse	<input type="checkbox"/> Public health nurse
<input type="checkbox"/> Child care worker	<input type="checkbox"/> Child care worker
<input type="checkbox"/> Child protection worker	<input type="checkbox"/> Child protection worker
<input type="checkbox"/> Other job role	<input type="checkbox"/> Other job role

3. * Does your County/Tribal Nation 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

<input checked="" type="radio"/> Yes, mandatory	<input checked="" type="radio"/> Yes, mandatory
<input type="radio"/> Yes, voluntary	<input type="radio"/> Yes, voluntary
<input type="radio"/> No	<input type="radio"/> No

C. Addressing Equity

1. * Describe how you are ensuring your services are inclusive and accessible for all.

Communication technology in various forms, virtual technology for some employment services programming, Employment Counselors travel to other communities to meet persons closer to their residence. Arrowhead Transit Services for those with transportation needs, service area is limited. Assistance with completion of forms as needed. Making referrals to Tribal TANF as appropriate/requested. Interpreter services, ADA compliant spaces. Community outreach when benefit changes occur.

2. * How are you working to advance equity in service delivery in your county/Tribal Nation?

Increased use of technology to support all various communication methods and employment services programming. Increased access to internet in Aitkin County has improved our ability to serve people more easily. Improvements to the Aitkin County website provides information more accessibly. Annual Civil Rights, Limited English Proficiency training & EEO/AA compliant. Community education regarding program need. In current communications with indigenous community members for cultural trainings.

3. * Do you provide equity and diversity training for workers?

- No
- Yes, voluntary
- Yes, mandatory

4. * Do you have culturally specific employment services for different racial/ethnic groups?

No Yes – check all that apply:

- African American
- African immigrant
- American Indian
- Asian American
- Asian immigrant
- Hispanic/Latino
- Newly arrived immigrant

Other – specify: Mille Lacs Band of Ojibwe offers Tribal TANF for families who choose that service.

D. Collaboration and Communication with Others

Workforce One

1. * How many Financial Workers have access to Workforce One?

2. * How many Child Care assistance workers have access to Workforce One?

3. * How many support staff have access to Workforce One?

Workforce One Connect App

1. * Does your county/Tribal Nation have the Workforce One Connect app available to participants?

No – explain:

Yes – indicate which of the following groups are utilizing the app features in Workforce One:

Employment services Financial workers Child care workers

Other – specify:

MAXIS

1. * How many employment services staff have MAXIS access?

2. * How many managers/supervisors have MAXIS access?

3. * 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 Counselors and ACHHS Financial Services collaborates closely to clarify & correct any case discrepancies between MAXIS and WF1 immediately. Monthly meetings are attended by all to review cases for correctness and updates can be made as needed.

D. Collaboration and Communication with Others (continued)

Child Care Assistance Program

1. *What strategies does your agency use that involve MFIP and/or Employment Services staff to support timely and consistent receipt of child care assistance through the Child Care Assistance Program? *Check all that apply.*

- Shared electronic document management system
- Regular case consultation meetings
- Workers with dual MFIP and CCAP role
- Workers with dual Employment Services and CCAP role
- Specific CCAP workers process MFIP child care cases
- MFIP and/or Employment Services workers receive training related to CCAP
- Communication with CCAP worker via phone, email or fax
- Use of agency-developed forms or documents
- MFIP and/or Employment Services workers assist families with completing CCAP paperwork (for example, the CCAP application)
- MFIP and/or Employment Services workers have MEC2 Inquiry access
- Other – specify:

2. * What barriers prevent timeliness?

No after hour childcare available in the Aitkin County area.
Quantity of childcare providers is lacking. No openings for specific age groups.
MN Benefits applications without the required information completed. This is a program issue, not an applicant or agency issue.
Obtaining all required documentation from an applicant.

E. Emergency Services

1. * Does your County/Tribal Nation provide emergency or crisis services from your Consolidated Fund?

No Yes

2. *Submit a copy of your Emergency Assistance policy as an attachment.

Describe any major changes you've made to this policy below.

None

7996 characters remaining

F. Measures

Performance Measures

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 [MN 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 2023: [Minnesota Family Investment Program 2023 Annualized Self-Support Index \(state.mn.us\)](#). A service area with an annualized S-SI above its customized Range of Expected Performance for 2023 will receive a 2.5 percent bonus added to its Consolidated Fund allocation for calendar year 2024.

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

9999 characters remaining

If your service area performed "above" or "within," you can go to Section G.

If your service area performed "below" for two consecutive years, you will have to **negotiate a multi-year improvement plan** with DHS. If no improvement is shown by the end of the multi-year 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.

F. Measures (continued)

Racial/Ethnic Disparities

A racial/ethnic disparity 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 the County/Tribal Nation or consortium. The report "Annualized MFIP Performance Measures by Racial/Ethnic or Immigrant Group and by County, County Consortium, and Tribal Provider" is now available at <https://public.tableau.com/app/profile/tyler.borgmann/viz/AnnualizedS-SISuccessRatebyRacialEthnicorImmigrantGroup/SSISuccessRateDashboard-intro>

To view your agency's measurement, click on the "S-SI Success Rate by Agency" button. This will bring you to the statewide data for 2022. From the first drop down you can select your county, county consortium or Tribal Nation. If you note any groups that are below the line (indicated by a green bar) your county, county consortium or Tribal Nation will answer the next question below:

What strategies and action steps for each of the groups below the disparities reference line do you plan to implement for the coming biennium to reduce these disparities?

County strategies:

Set up an annual meeting with the Mille Lacs Band of Ojibwe Tribal TANF team for training refreshers and plan development to provide supports to indigenous persons.

Establish cultural trainings with local indigenous organizations.

Implement an annual Diversity, Equity Inclusion (DEI) training for ACHHS.

Begin reviewing the self support index reports regarding exit reasons.

AEOA strategies:

AEOA holds an annual all staff training event annually and includes diversity and cultural competence as key training topics ensuring staff take careful consideration of how to appropriately approach and interact effectively with clients of diverse cultures based on their unique experiences.

Providing access to healthy foods, support resources, investing in education and skill development. Expanding customized staff training to include strategies for understanding poverty in individual choices, community conditions, exploitation, and political/economic structures.

Continuation of community assessments to identify and understand our demographics, gaps in services and identify resources to address and determine if a particular program is needed for additional services.

NEMOJT strategies:

For American Indian populations JET has secured Youth at Work grants with a focus on native and BIPOC outcomes and 218Trade outreach to the native community and underserved communities. For JET as an agency hiring practices reaching back to multi-cultural organizations and communities with hiring opportunities and job seeking information is built into our best practices. As of late JET as an agency has become more diverse. JET is involved in the Employers Champions initiative to help employers realize the importance of hiring a more diverse workforce and plans to inform the businesses we work with of the successes/profits had by other employers by becoming more diverse. A common theme among underserved groups and BIPOC participants is the lack of affordable housing and inequities within communities for stable housing. Often these inequalities are part of the continuum of a stable residence to homelessness. To address these inequities JET is embarking on an initiative to become a Coordinated Entry/Homeless Support Pilot Project provider. By working front and center with one of the most pressing issues impacting diverse communities, JET hopes to gain a reputation as a provider of choice to allow underserved populations the extra level of support they need to address housing inequities and stability. Respect, accommodation, engagement, enrollment, and services excellence are the characteristics of JET's agency philosophy.

G. Program Monitoring and 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.*

- Budget control procedures for approving expenditures
- Cash management procedures for ensuring program income is used for permitted activities
- Internal policies around use of funds (i.e. participant support services)
- Other – specify:

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

- Case consultation
- Sample case review by supervisors
- Sample case review by lead worker/mentor
- Sample case reviews by peers
- Other – specify:

3. Effective August 1st, 2023, counties and Tribal Nations are no longer required to administer random drug tests to MFIP participants who are convicted drug felons but may do so at the county or Tribal Nation's option. If applicable, what procedures/policies do you have in place for administering random drug tests to MFIP participants who are convicted drug felons as allowed by [MN Statute 256J.26, Subdivision 1](#)? **Select one.**

- Written policy within the MFIP unit
- Coordination with Corrections
- Currently establishing new policy/procedure(s)
- Other – specify:

Submit a copy of your written policy as an attachment.

H. 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 a 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 per [MN Statute 256J.626, Subdivision 2](#).

If your County/Tribal Nation 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.

N/A

3997 characters remaining

2. Explain the reasons for the increased administrative cost.

N/A

3997 characters remaining

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

N/A

3997 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.

N/A

3997 characters remaining

If your County/Tribal Nation is providing unpaid work experience activities for MFIP participants and you don't already have an Injury Protection Plan (IPP) in place, please click on [eDocs](#) to fill out the IPP form. Email the completed form to: Jonathan.Hausman@state.mn.us.

I. Provider Choice

MFIP provisions require counties to provide a choice of at least two employment service providers available to participants unless a workforce center is being utilized ([MN Statute 256J.50, Subdivision 8](#)). Counties may request an exception if meeting this requirement results in a financial hardship ([MN Statute 256J.50, Subdivision 9](#)).

Does your County/Tribal Nation:

- Have at least two employment and training services providers. Go to Section J.
- 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 J.
- Intend to submit a financial hardship request.

I. Provider Choice (continued)

Financial Hardship Request

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/Triban Nation had a choice of providers in calendar year 2023, describe:
 - factors that have changed which indicate a financial hardship,
 - why the hardship is expected to continue, and
 - the magnitude of the hardship, which makes limiting delivery of employment services the best financial option for the County/Tribal Nation.

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/Tribal Nation 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/Tribal Nation process).

2000 characters remaining

- 3. If the County/Tribal Nation 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/Tribal Nation funds. The description should include information about what steps will be taken to ensure that staff have the experience and skills to deliver employment services.

2000 characters remaining

Financial Hardship requests will be reviewed by the Department of Human Services (DHS) and the Department of Employment and Economic (DEED) leadership. DHS and DEED will also look at the amount budgeted by the County/Tribal Nation for employment and training during calendar year 2023 and use this amount as a guide to determine whether the amount budgeted by the County/Tribal Nation for calendar year 2024 is reasonable.

If a financial hardship is approved, DHS and DEED will closely monitor County/Tribal Nation programs to ensure outcomes are achieved and services are being delivered consistent with state law. For additional information or if you have questions, please email Pamela McCauley at Pamela.McCauley@state.mn.us.

J. Budget

Click on the link below to review your service area's 2024 MFIP allocation and Federal Funding Sources:

[MFIP Consolidated Fund \(PDF\)](#)

In the budget table below, indicate the amount and percentage for each item listed for the budget line items for calendar years 2024-2025. Also note:

- Refer to the 2024-25 Minnesota Family Investment Program (MFIP) Biennial Service Agreement (BSA) Guidelines Bulletin section, "Allowable Services under MFIP Consolidated Fund."
- Total percent must equal 100.
- Income maintenance administration is reasonable in comparison to the whole budget.
- Ensure the Emergency Assistance/Crisis Services plan is included if funds are allocated.
- All services must be an allowable expenditure under the MFIP Consolidated Fund.
- Allocation amounts must be spent by the end of calendar year, remaining amounts does not roll over into the following year.

Medical expenditures are NOT allowable.

2024 Budget

Budgeted Amount Percent Line Items [Email Arina Preston at Arina.Preston@state.mn.us](mailto:Arina.Preston@state.mn.us), if you need assistance or have questions with the budget section.

Budgeted Amount	Percent	Line Items
7,235.15	3.93%	Employment Services (DWP)
105,000.00	57.05%	Employment Services (MFIP)
20,000.00	10.87%	Emergency Services/Crisis Fund
13,802.85	7.50%	Administration (cap at 7.5% or up to 15% with an approved administrative cap waiver)
38,000.00	20.65%	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%	Under 200% Services
	0.00%	Capital Expenditures
	0.00%	Other: <input type="text"/>
\$184,038.00	100.00%	Total

2025 Budget

Budgeted Amount	Percent	Line Items
7,235.15	3.93%	Employment Services (DWP)
105,000.00	57.05%	Employment Services (MFIP)
20,000.00	10.87%	Emergency Services/Crisis Fund
13,802.85	7.50%	Administration (cap at 7.5% or up to 15% with an approved administrative cap waiver)
38,000.00	20.65%	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%	Under 200% Services
	0.00%	Capital Expenditures
	0.00%	Other: <input type="text"/>
\$184,038.00	100.00%	Total

K. Certifications and Assurances

Public Input

* Prior to submission, did the County/Tribal Nation solicit public input for at least 30 days on the contents of the agreement?

No Yes

Was public input received?

No Yes

If received but not used, please explain.

4000 characters remaining

Service Agreement Certification

Checking this box certifies that this 2024 - 2025 MFIP Biennial Service Agreement has been prepared as required and approved by the County/Tribal Nation board(s) under the provisions of Minnesota Statutes, section 256J. In the box below, state the name of the chair of the County/Tribal Nation board of commissioners or authorized designee, their mailing address and the name of the county.

* DATE OF CERTIFICATION	* NAME (CHAIR OR DESIGNEE)	* COUNTY/TRIBE		
<input type="text"/>	<input type="text"/>	<input type="text"/>		
* MAILING ADDRESS	* CITY	* STATE	* ZIP CODE	
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	

If your county/tribal agency is unable to complete your BSA by October 15th, 2023, you will need to request an extension by emailing Jonathan.Hausman@state.mn.us. Please provide additional information about why you were not able to compete this form.

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.