



RAMSEY COUNTY

Working with you to enhance our quality of life



National TANF Academy

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Thank you our partners:

Public Consulting Group-PCG

Mathematica

Richard Guare

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Four E Strategies

Executive Skill development aimed at helping families increase income through employment:

Engagement

Education

Employment

Employment Retention

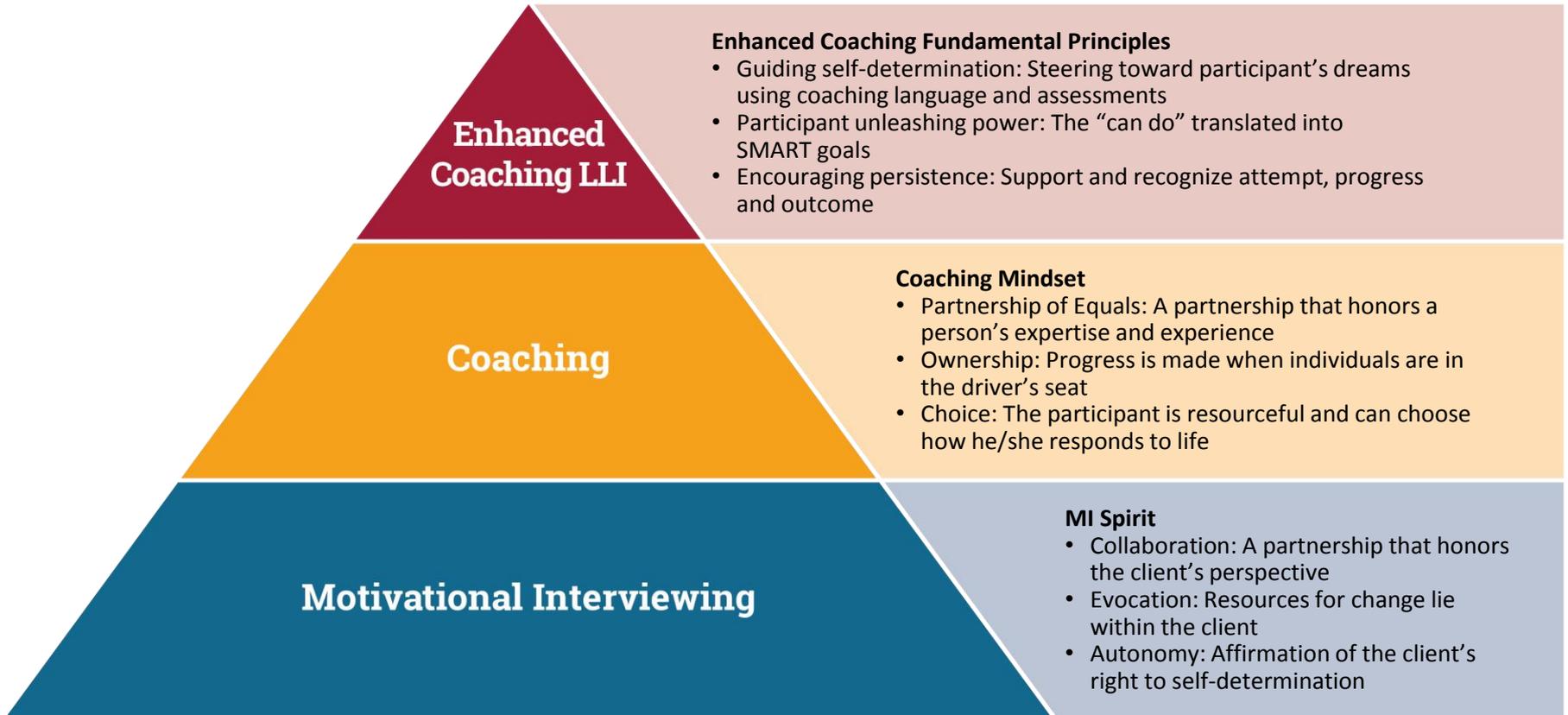
Ramsey County Workforce Services Vision:

Provide opportunities for **improved employment** and **family stability**

Dreams and hopes of the participant have a larger role in **driving goal setting, action planning** and **achievement**

A dream written down with a **date** becomes a goal.
A goal broken down into **steps** becomes a plan.
A plan backed by **action** makes your dreams come true.

Greg S Reid



Ramsey County View: Life Long Learning Matters

- All people have strengths and weaknesses with executive functioning skills.
- Building executive functioning skills starts with the reduction or elimination of immediate stressors.
- “Goodness of fit” between a person’s goals and her/his current (EFS) skill level is important for success.
- Goal-setting is a critically important, active and client-owned process.
- Small action steps over a short amount of time are critical for goal attainment.
- Goal development and progress must be a concrete and an explicit process.
- Teaching skills, modifying the environment and changing incentives are primary interventions for addressing executive functioning deficits.
- Success is determined by the degree to which individuals confidently make their own decisions and are self-regulating and self-determining.

Life Long Learning in practice

- Setting overall System Goal and Vision
- Training full System
- Personalized Services and Intervention
- Leading and intervening
- Intervention aligned with the functional level
- Creating of new tool, Goal Action Plan and My Bridge of Strength
- Use of Motivational Interview
- MI coaching circles
- Investing in staff development
- Investing in participants, education
- Incentives
- Redesign of services in Resource Centers
- Placement and Retention units
- Right to choose

Outcomes: What do we measure?

Major message:

Work with participants as individuals with family betterment goals, guide them into activities that matter to them based on their motivation and need. Plan, Review, Re-try, Achieve.

Key Outcomes:

Engagement, Education, Employment, and Employment Retention

Framed With the Six WIOA Goals:

- (1) **increases access to, and opportunities** for, the employment, education, training, for individuals, particularly those with barriers to employment;
- (2) supports **the alignment** of workforce investment, education and economic development systems
- (3) **improves the quality and labor market relevance** of workforce investment, education and economic development efforts;
- (4) *promotes **improvement in the structure and delivery** of services;
- (5) increasing the **prosperity of workers and employers**; and
- (6) provides workforce investment activities, that **increase the employment, retention, and earnings of participants, and increase attainment of recognized postsecondary**

Enhanced coaching has an explicit focus on executive skill, goal setting and goal achievement

Executive skills are a set of processes that help us choose our goals, guide our behaviors so that we can manage day-to-day life, and reach our goals

Executive skills help us work around the behaviors that can derail our progress

Executive Skills		
Skills we use to organize and plan things	Skills we use to control how we react to situations	Skills we use to get things done
<p>Organization creating and maintaining systems to keep track of information or materials.</p>	<p>Response Inhibition thinking before you act, resisting the urge to say or do something one might regret later.</p>	<p>Task Initiation beginning projects without undue procrastination; taking the first step.</p>
<p>Time Management believing that time is important, estimating how much time one has, deciding how to use it, and staying within limits agreed to.</p>	<p>Flexibility switching up when things get in our way; adapting to obstacles or setbacks.</p>	<p>Sustained Attention pulling back from being distracted, tired and bored to the person or task that is right in front of us.</p>
<p>Planning/Prioritization creating a road map to reach a goal or to complete a task. Making decisions about what is important to focus on and what is not important.</p>	<p>Emotional Control managing emotions in order to achieve goals, complete tasks, or control and direct behavior.</p>	<p>Goal-Directed Persistence following through to the completion of the goal and not being put off by or distracted by competing interests.</p>
	<p>Stress Tolerance doing well even in uncertainty, change, and high demands.</p>	<p>Working Memory holding information in our minds while doing something new or complex.</p>
	<p>Metacognition Looking at how we are acting, how we handle ourselves, and how we affect other people.</p>	

Tools Useful with Enhanced Coaching:

- Overview
- Getting to Know You Form
- Executive Skills Questionnaire
- My Bridge of Strength
- Goal Action Plan (GAP)
- Career Pathways Action Plan
- My Task Plan
- My Task Review
- Observation
- Pocket guides

Focus group with families

Positive feedback

Peer to Peer observations

Supervisor observations

Setting up Fidelity for intervention and hiring practices

Improvement in engagement and employment
outcomes

WPR remains steady

Thank you

Kate Probert Fagundes
Employment Services Division
Manager

651-779-5655

kate.probert@co.ramsey.mn.us
