



Health and
Human Services



Iowa Workforce
Development

PROMISE JOBS Orientation

<https://workforce.iowa.gov/jobs/worker-programs/promise-jobs>

Agenda

What We Will Cover

- ▶ What is PROMISE JOBS?
- ▶ What services are available?
- ▶ How can we help?
- ▶ What is TANF or FIP?

After Orientation,

You will meet with your PROMISE JOBS worker to:

- ▶ Review/complete an assessment
- ▶ Develop your plan to help you reach your goals

PROMISE JOBS

PROMoting **I**ndependence & **S**elf-
Sufficiency through **E**mployment **J**ob
Opportunities & **B**asic **S**kills

We can help you to achieve your goals!

Once you have created a
GOAL, your PROMISE JOBS
Worker will help you to create
a step-by-step plan on how to
achieve your goals





FaDSS

Promote, empower and nurture families toward economic and emotional self-sufficiency

- ▶ Home Visits
- ▶ Goal Setting
- ▶ Assessments



Family Planning

- ▶ Family planning counseling services can help you plan your family's future.
- ▶ Think about your family's job situation, income, and resources when deciding if you should have more children.
- ▶ You can get family planning counseling services from your doctor or a family planning clinic. Ask us for a list of clinics in your area.

Where can you start today?
What's holding you back?

Safety is Our Priority



Talk with your PROMISE JOBS worker about the Family Violence Option if you are concerned about you or your family's safety as you work to achieve your goals.



<https://www.icadv.org/survivorsupport>



Educational Opportunities:

- ▶ English as a Second Language/English Language Learner
- ▶ Adult Basic Education
- ▶ High School Completion
- ▶ High School Equivalency
- ▶ Short Term Training
- ▶ Vocational Training
- ▶ Post-Secondary Training

Job Readiness Opportunities:

- ▶ Job readiness training
- ▶ Job search activities, guidance and support
- ▶ Register in IowaWORKS
- ▶ Assistance from a Career Planner
- ▶ Resume assistance
- ▶ Online workshops and training
- ▶ Registered Apprenticeship
- ▶ Work experience placements
- ▶ Unpaid community service
- ▶ Referrals to partner programs





Employment

Family Investment Program - Advantages to Employment Under FIP

This is how it works:

Ms. B gets a full FIP payment of \$426 for herself and two children. She starts a new job in October and gets her first paycheck on November 6. She reports this to her worker within ten days. Ms. B earns \$800.00 per month and has \$175.00 per month child care costs. Ms. B passes the gross income limit. Ms. B will get a lower FIP payment starting in December based on the amount of money she is expected to get in December as follows:

\$ 800.00	Gross earnings
- <u>160.00</u>	20% earned income deduction
= \$640.00	
- <u>371.20</u>	58% work incentive deduction
\$ 268.80	Subtracted from the maximum FIP check

Ms. B's FIP payment for December will be \$157.00 (\$426-\$268.80). Ms. B can get help with her child care costs from the state Child Care Assistance program.



Advantages to Employment

- ▶ "What if I earn too much for FIP?"
- ▶ You may still qualify for:
 - ▶ Child Care Assistance
 - ▶ Medicaid, including transitional Medicaid for those who lose eligibility due to earnings
 - ▶ Food Assistance
 - ▶ Earned Income Tax Credit

Other support you may qualify for:



Child Care

- ▶ Pay for child care while in PROMISE JOBS activities
- ▶ Child care provider must be approved by HHS
- ▶ Paid directly to the provider



Transportation

- ▶ For PROMISE JOBS activities (other than employment)
- ▶ Program mileage rate or public transportation rates
- ▶ Put on your Electronic Access Card (EAC), direct deposited into your bank account, or paper warrant (if required)



Approved Short-Term Training

- ▶ School application fees
- ▶ Tuition
- ▶ License, certification & testing fees
- ▶ Certain practicum expenses
- ▶ Required uniforms & supplies

PROMISE JOBS Customer?



You May Be Eligible to Receive Additional Funds

Up to \$1,000 a year is available for qualified PROMISE JOBS customers. The money is available to assist you with overcoming challenges to finding or keeping employment such as:

- Interview clothing
- Work clothing or uniforms
- Tools or equipment
- Car repairs
- Car insurance
- Vehicle registration
- Professional licensing fees
- Relocation expenses
- Utility bills
- Rent for one month

Ask your PROMISE JOBS worker about the Family Self-Sufficiency Grant (FSSG).

Rights and Responsibilities



YOUR FIA RIGHTS AND RESPONSIBILITIES

Your name has been sent to PROMISE JOBS. PROMISE JOBS will help you get the job you need so you can make it on your own. If you need more training or work experience to get off FIP and become self-sufficient, we (with your help) will design your Family Investment Agreement (FIA) so you can get the skills or experience you need. While in a Family Investment Agreement, you will be in one or more of the following PROMISE JOBS activities:

- ◆ Orientation and Assessment
- ◆ Employment
- ◆ Work Experience or On-the-Job Training
- ◆ Job Seeking Skills and Job Search
- ◆ Unpaid Community Service
- ◆ Family Development
- ◆ Parenting Skills
- ◆ Classroom Training (from basic education to after-high-school education)

A. AS A PARTICIPANT IN THE PROMISE JOBS PROGRAM YOU MUST:

1. Attend all meetings and give all information requested.
2. Call us and tell us before a scheduled meeting if you know you can't be there. If you miss a meeting because you're sick, you may be asked for a doctor's statement.
3. If you have problems in your life that make it hard to work with PROMISE JOBS, you must tell PROMISE JOBS. Your PROMISE JOBS worker can help you deal with your problems so you can get the training and employment you need to get off FIP. The steps to help you with your problems can be listed in your Family Investment Agreement.

What happens if I choose not to participate? Limited Benefit Plan

First LBP

- ▶ FIP benefits will stop right away
- ▶ You can change your mind at any time
- ▶ To receive FIP again, you must reapply with HHS & sign a new FIA with PROMISE JOBS

Subsequent LBP

- ▶ FIP benefits stop right away
- ▶ You cannot get FIP for at least 6 months
- ▶ After the 6-month period, if you want to receive FIP again, you must
- ▶ Reapply with HHS
- ▶ Sign a new FIA with PROMISE JOBS
- ▶ Complete 20 hours of work or other PROMISE JOBS activity

Family Investment Agreement (FIA) - A contract between you & PROMISE JOBS

Your FIA will list:

- ▶ Your individual needs and goals
- ▶ Action steps to help you achieve your goals
- ▶ Targeted start and end dates



Participant Name: _____
 State ID: _____
 Date: _____
 IM Worker No.: _____ County No.: _____

FIA Steps to Achieve Self-Sufficiency

Individual goal: _____

NEEDS TO BE RESOLVED TO ACHIEVE SELF-SUFFICIENCY	INTERIM GOALS AND ACTION STEPS	Time Frames			
		Targeted Date		Actual Date	
		Start	End	Start	End


Family planning information and referral: NO YES, I want family planning counseling services.
 Note: I understand that acceptance of family planning services is voluntary and I will not be in a Limited Benefit Plan if I change my mind.

If your application for FIP is denied or when you go off FIP, you are not eligible for PROMISE JOBS services. Assistance and support services available as needed from PROMISE JOBS (not all services are available for each component):

- Transportation _____ Tuition, books, fees _____
- Child care _____ Tools, uniforms _____
- Family development services _____ Other _____

I understand that an electronic signature has the same legal effect and can be enforced in the same way as a written signature. By typing my name below, I am electronically signing my FIA Steps to Achieve Self-Sufficiency.

Participant Signature: _____ Date: _____ PROMISE JOBS Worker: _____ Date: _____



Participant Name: _____ State ID: _____

Date: _____

Family Investment Agreement

The purpose of this agreement is to outline the family plan to achieve self-sufficiency by identifying the resources and supportive services to be provided to the family and the activities to be completed by the family in order to reach the final goal.

Family goal: _____

This family plans to achieve self-sufficiency and leave the family investment program by _____. Self-sufficiency means that this family will no longer receive cash assistance through the family investment program.

Participant Agreement	PROMISE JOBS Agreement
I acknowledge by my signature that I have reviewed, understand and received a copy of this Family Investment Agreement (FIA). I agree to fulfill the requirements as outlined in the Needs and Interim Goals and Action Steps section of the FIA. I agree that if I abandon this FIA, I will be placed on the Limited Benefit Plan. I understand that in certain situations, this agreement can be modified. If I disagree with my PROMISE JOBS worker about the contents of the Family Investment Agreement, I understand that I can ask to talk with a supervisor and ask for a decision from the supervisor in writing about our dispute. I further understand that, if this informal resolution process doesn't resolve my disagreement with the PROMISE JOBS worker, I have the right to appeal the content of the FIA. See back for appeal rights.	PROMISE JOBS will provide the support services and funding we agree are necessary to help you achieve self-sufficiency. Transportation funding is not available for paid employment. If your application for FIP is denied or when you go off FIP, you are not eligible for PROMISE JOBS services.

I understand that an electronic signature has the same legal effect and can be enforced in the same way as a written signature. By typing my name below, I am electronically signing my Family Investment Agreement.

Participant Signature: _____ Date: _____ PROMISE JOBS Worker Signature: _____ Date: _____
 Participant Signature: _____ Date: _____ PROMISE JOBS Supervisor Signature: _____ Date: _____

We accept
electronic
signatures!

Documents can be signed electronically;
however, you can choose to sign by hand.

Make sure that you pay close attention to
the specific instructions that are provided
to you.

If you have questions or are unsure of how
to sign a document, please contact your
PROMISE JOBS worker right away!



Thank you for your time today!

Equal opportunity employer/program. Accommodations are available upon request: workforce.iowa.gov/accessibility