

A blurred background image of a woman with curly hair, wearing a blue shirt, smiling and holding a pen over a document. She appears to be in an office environment with other people and papers in the background.

# 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

**PROM**oting **I**ndependence & **S**elf-Sufficiency through **E**mployment **J**ob **O**pportunities & **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?

A photograph of a smiling family of three: a father with curly brown hair and a beard, a mother with dark skin and short black hair, and a young child with curly brown hair. They are all smiling and appear to be in a happy, casual setting.

**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



The Department of Human Services In Partnership with  
the Departments of Economic Development, Education,  
Human Rights, Management, and Workforce Development.

## 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

**Promise Jobs**  
Promoting Independence and Self-Sufficiency through Employment and Job-Opportunities and Skills  
The Department of Human Services In Partnership with the Departments of Economic Development, Education, Human Rights, Management, and Workforce Development.

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

**FIA Steps to Achieve Self-Sufficiency**

Individual goal: [REDACTED]

NEEDS TO BE RESOLVED TO ACHIEVE SELF-SUFFICIENCY	INTERIM GOALS AND ACTION STEPS	TIME FRAMES			
		Targeted Date		Actual Date	
Start	End	Start	End		
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

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):

<input type="checkbox"/> Transportation [REDACTED]	<input type="checkbox"/> Tuition, books, fees [REDACTED]
<input type="checkbox"/> Child care [REDACTED]	<input type="checkbox"/> Tools, uniforms [REDACTED]
<input type="checkbox"/> Family development services [REDACTED]	<input type="checkbox"/> Other [REDACTED]

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 [REDACTED]	Date [REDACTED]	PROMISE JOBS Worker Signature [REDACTED]	Date [REDACTED]
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The Department of Human Services In Partnership with the Departments of Economic Development, Education, Human Rights, Management, and Workforce Development.

Participant Name	State ID
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

Date: [REDACTED]

## 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: [REDACTED]

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

<b>Participant Agreement</b>	<b>PROMISE JOBS Agreement</b>
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.	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 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.	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 [REDACTED]	Date [REDACTED]	PROMISE JOBS Worker Signature [REDACTED]	Date [REDACTED]
Participant Signature [REDACTED]	Date [REDACTED]	PROMISE JOBS Supervisor Signature [REDACTED]	Date [REDACTED]

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We accept  
electronic  
signatures!

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

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

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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!**

