

## TITLE: Community Reinvestment Funds Incentive Policy # 9300

**Type:** Program Policy

**Date Established:** 06/06/2024

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**Status:** Final

**Supersedes:** N/A

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### Purpose

The Purpose of the Community Reinvestment Funds Incentive Policy is to foster sustainable economic development and enhance the well-being of underserved communities. This policy was established in response to Washington State establishing the Community Reinvestment Account to address racial, economic, and social disparities created by the historic design to focus on reducing poverty with a focus on equality.

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### Policy

The Career Accelerator Incentives fund authorized the provision of financial support payments of \$1,000.00 per month to participants who are enrolled in the State EcSA program. These incentives are provided to individuals who are actively receiving career development assistance and are making satisfactory progress in implementing the career plan developed with their case manager/talent recruiter at the time of enrollment. The aim is to assist them in securing suitable employment that provides a self-sufficient living wage.

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### Policy Guidelines

To qualify for monthly incentive payments through the EcSA Career Accelerator, participants must first be eligible for and fully enrolled in the State EcSA program. They are also required to meet with their case manager/talent recruiter at least monthly to provide updates on the status of their career plan. These financial support incentives serve to recognize meaningful progress on participants' career plans, as noted and documented by their case manager/talent recruiter. This approach aims to incentivize participants to pursue training and work toward their customized self-sufficiency goals by acknowledging achievements and milestones.

The initial enrollment into the Career Accelerator Incentive program occurs during a meeting with a financial coach, where participants complete the necessary forms and discuss any relevant tax implications and potential impacts on benefits. This meeting will serve as both enrollment into the program and the first qualifying activity.

Following enrollment, participants must continue to meet with case manager/talent recruiter monthly and present evidence of meaningful progress on their career path, as documented by their case manager/talent recruiter. Examples of meaningful progress include but not limited to the following:

- Beginning or enrolling in training or education pathways including Work Experience:** This indicates the initiation of steps towards skill development and career advancement.
- Credential Attainment and/or achieving measurable skills gains:** Attainment of recognized credentials or measurable improvement in skills reflects tangible progress in career development.

- Barrier Mitigation to employment:** Overcoming barriers, such as transportation issues, childcare, or language barriers, signifies overcoming obstacles to employment.
- Job Search Activities:** Documented efforts made in seeking employment opportunities.
- Employment attainment:** Securing employment signifies a significant milestone towards self-sufficiency. *\*after achieving employment, participants should complete a new UW Self-Sufficiency Calculator to reflect their updated individualized household income adequacy.*
- Employment Retention:** Maintaining employment demonstrates stability and resilience in the workforce.
- Wage Increase:** A wage increase indicates upward mobility and improved financial stability.
- Meeting with a financial advisor to establish a budget and plan for debt elimination and establishment of emergency fund:** Financial planning and debt management are crucial for long-term financial stability and self-sufficiency. *\* Participants are recommended to schedule regular meetings with a financial advisor every 6 months throughout their program enrollment. These sessions aim to monitor both their career advancement and overall financial health, ensuring meaningful progress in both areas.*
- Reaching Self Sufficiency:** Achieving self-sufficiency represents the ultimate goal of the program, where participants no longer rely on external assistance for their basic needs.

Incentive payments may exclusively available to participants enrolled in the State ESA program and must be tracked in the Efforts to Outcome (ETO) system. Eligible participants are those who are actively progressing in their career plans, as developed with their Case Manager/talent recruiter.

Under the EcSA Career Accelerator, incentive payments amount to \$1,000.00 per month. There is no predetermined limit on the duration of incentive payments, provided the participant remains enrolled in the program and funding for the Career Accelerator program remains available.

Furthermore, within the EcSA program, Self-Sufficiency is defined as achieving 100% of individualized household income adequacy, as established through use of the [UW Self-Sufficiency Calculator](#).

## Definitions

**ETO-** Efforts to Outcome

## References

Workforce Innovation and Opportunity Act of 2014

WIOA Final Rule; 20 CFR Parts 676,677, and 678; Federal Register, Vol. 81, No. 161, August 19, 2016

WIOA Final Rule; 20 CFR Parts 603, 651, 652, et al; Federal Register, Vol. 81, No. 161, August 19, 2016

State Guidance and Instructions for the State Economic Security for All (EcSA) Program Policy #7000

WIN 0140 Community Reinvestment Fund

PacMtn Policy 9200P State EcSA Program Procedure

## DATE APPROVED: TBD

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