

## CIRCULAR

**Date:** February 12, 2016 (previously sent July 30, 2013)

**CIRCULAR NUMBER: EIA #2013-38R**

**Alternate Program(s):**

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**To:** Community Social Services Supervisors/Program Managers

**Subject: Employment/Training Planning with Parents of Young Children**  
(previous title "Single Parent announcement")

**Reference:**

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**Type:**  Policy Replaces # \_\_\_\_\_  
 Procedure  
 Rate  
 Information Only  
 Internal Only

**Effective Date** Immediately

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As a key element of our strategy to promote sustainable employment for EIA participants and to address Manitoba's shortage of labour, employment/training planning is being extended to all parents on EIA with children aged 2-5 (who are not deferred for medical or social reasons). The EIA Regulation has recently been amended endorsing a new approach to employment planning which outlines the Department's role in actively engaging and supporting this population and the expectation that parents with young children participate in the development and implementation of an employment development plan.

### New Section

Section 10.1 of the Regulation

Employability enhancement measures for parents of children two to five years of age now states:

**10.1(1)** The director shall collaboratively plan and support employability enhancement measures for any applicant or recipient, or the spouse or common-law partner of an applicant or recipient, who

- (a) has a dependent child two, three, four or five years of age; and
- (b) is not subject to the obligations under subsection 10(1) (Obligations respecting Employment)

**10.1(2)** An applicant, recipient, spouse or common-law partner referred to in subsection (1) shall participate in the planning and implementation of their employability enhancement measures.

The foundation of this approach to employment planning is that the Department is a collaborator working with recipients to identify and support **their** goals for independence. Staff are now expected to introduce the subject of planning for the future with parents of young children and to provide information about opportunities, the benefits of training and employment and the supports available throughout this transition.

This work is to be carried out in a supportive, motivational manner. NO FINANCIAL SANCTIONS are to be imposed for a single parent, or the second parent in a GA family, who has a child under 6 years of age.

To move forward with this regulatory change and to support delivery staff in engaging the existing caseload of parents, sessions are being planned to inform single parents on opportunities that are available to them. Parents with young children will be contacted and sent invitations to sessions that are being held across Winnipeg and Rural and Northern regions throughout the summer and fall. Effective immediately, it is also expected that staff start discussing employment and training, offering support and encouragement at intake or at a second meeting shortly after intake. An information package concerning the sessions and the processes for assessment and referrals will soon be shared with all case coordinators/counselors to assist them in planning and responding to questions from participants.