

Work Expectations are satisfied by the undertaking of any of these measures. As such the EIA program has moved away from using language that would suggest people are deferred from a work expectation while participating in employment training/education as a part of their action plan.

For participants assessed as employment training ready, a referral to Employment Manitoba for exploration, development and implementation of an employment plan fully satisfies the work expectation. EIA staff are no longer required to take any additional action in the development of the employment and training plan, nor impose any additional expectations such as referrals to programs or job search expectations.

EIA staff will continue to develop action plans leading to employment/training readiness for those **participants with barriers** that preclude a referral to Employment Manitoba. As suggested earlier, the action plan should be person centered and tailored to the needs identified in an assessment. Participation in programming that is responsive to the presenting barriers, be it pre-employment, life skills, addiction treatment, anger management rehabilitation etc, satisfies the work expectation, without the requirement that the participant seek or engage in employment.

Deferred Work Expectations

Work Expectations can be deferred in accordance with section 6.5.3 of the Administrative Manual for those unable to immediately focus on employment. Some circumstances that might result in the deferral of employment expectations include:

- Temporary inability to work due to physical or mental health problems
- Family Violence
- Special-needs children over six years of age
- Compassionate Care Leave
- Unavailability of resources to support the participant's action plan.