



# CAREER MOBILITY ACTION PLAN (CAREER MAP)

Career Mobility Action Plan (Career MAP) provides rental assistance, personalized coaching to help participants work towards career and family goals, and cash payments to help offset the loss of other assistance as earnings increase.

## WHAT ARE THE BENEFITS AND HOW DO THEY WORK?

Participants will receive rent subsidies similar to FRSP. For most families, rent costs will be similar or lower than FRSP. As participants earn more income, they can qualify for over **\$10,000** per year in additional cash payments and rent reductions to make up for losses in cash, food, healthcare, and childcare benefits. Career MAP helps families keep more of what they earn and remain housed. Participants will have access to the following housing and income, career advancement, and family support benefits and services for up to **five years** (some benefits may be reduced for households who do not follow program rules - see "What do I have to do to stay in the program?" below):

### HOUSING AND INCOME

- **Rental assistance** - pay **30%** of your household's net income and the rest is covered. Career MAP also reduces participants' rent below this amount to make up for any lost Supplemental Nutrition Assistance Program (SNAP) or District cash assistance benefits as your income increases.
- **Cash fund** - up to **\$10,000** per year in reimbursements for losses of medical and childcare benefits as income increases, plus any SNAP or District cash assistance benefit losses that can't be covered through rent discounts. The **\$10,000** cap per year may be increased if funds are available.
- **Escrow accounts** - receive **\$200** deposits each month you pay rent, resulting in up to **\$12,000** available to you at the end of the program.
- **Emergency payments** - up to **\$1,000** per year as needed to help you stay on track towards goals.

### CAREER ADVANCEMENT

- *Dedicated navigator* focused on participants' career goals
- *Employment placement and career growth*, including connections to paid work-based learning and a focus on promotions once participants are employed
- *Education and training support*, with a focus on programs aligned with employer hiring needs, including:
  - vocational training,
  - higher education/degree programs, and
  - adult education/GED (integrated with career programs)
- *Work readiness and digital literacy skills development*

### FAMILY SUPPORT:

- *Dedicated navigator* focused on supporting personal goal achievement
- *Peer support groups* who help participants build networks and community with other parents in the program
- *Coordinated access to key supports*, including mental health, childcare, education, housing, and others
- *Financial management* and benefits cliffs counseling.

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## WHEN DO THE BENEFITS START?

Benefits start following enrollment and transfer from the Family Re-Housing Stabilization Program (FRSP) to Career MAP. We expect this to be about two months after the lottery selection, roughly **October 2022**.

## HOW LONG CAN I STAY IN THE PROGRAM?

Families may stay in the program up to five years.

## WHERE CAN I LIVE?

You can keep your current FRSP housing or move to another approved home in the District during your time in the program.

## DO I HAVE TO BE WORKING?

Not at this moment. Once in the program, you will need to pursue a career path. This means spending about 20 hours or more each week working, in training, or on other education activities related to your career and personal goals.

## WHAT DO I HAVE TO DO TO STAY IN THE PROGRAM?

- Continue to live in DC
- Work towards a career or education goal
- Meet monthly with a navigator
- Pay your portion of your rent
- Apply for cash, food, medical, or childcare assistance to receive certain types of benefits, if you don't already receive them

## WHAT IS A NAVIGATOR ABLE TO HELP ME WITH?

Your navigator will be a dedicated resource that is focused on:

- coaching you to achieve your career and personal goals
- connecting you to resources
- listening to you and supporting you through potential challenges
- being a champion for you and your family

This role may be similar to other case manager or social worker roles you have worked with in other programs but will not be focused on compliance or pushing you to take any job right away. Navigators will have a longer-term focus based on your unique goals and circumstances. They are available to devote several hours or more each month to you when needed. Our focuses for all Career MAP services are treat all participants with respect and empathy and to recognize families as drivers of their own success.

## WHAT IF MY INCOME INCREASES WHILE I'M IN THE PROGRAM?

As you earn more money through work, Career MAP makes up for losses you might encounter in cash, food, medical, and childcare benefits.

## WHY IS ENROLLMENT THROUGH A LOTTERY PROCESS?

Career MAP is considered a demonstration or pilot program that changes the way benefits, rent assistance and support services work to improve the way the District supports residents. The demonstration is currently funded to work with **300 families**.

The lottery process ensures a fair selection process.

