

PHA Name : Hibbing

PHA Code : MN004

MTW Supplement for PHA Fiscal Year Beginning : (MM/DD/YYYY): 10/1/2022

PHA Program Type: Public Housing (PH) only

MTW Cohort Number: 1

MTW Supplement Submission Type: Annual Submission

B. MTW Supplement Narrative.

The vision of the Housing and Redevelopment Authority of Hibbing (HRA) is to seize every opportunity to develop and revitalize our community. Moving to Work (MTW) provides the HRA an incredible opportunity to become a more flexible, innovative and effective agency towards this goal.

After extensive listening to residents, agency staff, elected leaders, regional service providers, local businesses, legal counsel and other stakeholders, the HRA has determined the top long-term need of the community, and therefore the top goal of the agency's MTW programming, is to more effectively help residents reach economic self-sufficiency.

The HRA defines self-sufficiency as the ability of households to successfully graduate from public housing to either fair-market rental or private homeownership.

In the long term, the agency will consider a host of MTW waivers to incentivize, assist and reward graduation. This could include alternative recertification schedules, new rent schedules, term limits and escrow savings accounts.

However, after conversations with peer agencies, HUD officials and other housing policy experts, the HRA has decided to begin MTW programming in a deliberate and gradual manner. This approach will minimize confusion for residents and allow the agency to learn from a smaller number of new policies before taking on other challenges.

In the short term, the HRA will implement one new policy in Fiscal Year 2022: the EMPOWER Program. The EMPOWER Program will provide residents who are enrolled in the program with the educational, social, financial and career tools needed to successfully graduate from public housing. EMPOWER will be mandatory for nonelderly and nondisabled residents, but will also be available to all residents who would like to voluntarily enter the program.

The HRA MTW Coordinator will manage the EMPOWER Program. The MTW Coordinator will ensure residents understand their obligations in the program and help residents realize their true potential.

The EMPOWER Program will allow the HRA to further two of the statutory MTW objectives. First, families will better achieve and maintain economic self-sufficiency with the skills and opportunities provided by community partners in the program. Secondly, helping more families graduate from public housing will open new units for families currently struggling with housing insecurity and self-sufficiency. As the program grows more effective at graduating families, other low-income families on the HRA's long waitlists will have housing options.

The EMPOWER Program will be the HRA's first effort to improve resident well-being as an MTW agency. The HRA will modify, improve and/or discontinue its MTW programming as the agency learns from experience and resident feedback year after year.

In sum, the HRA has always been and will continue to be a vital part of the community's safety net. With MTW abilities, the agency will become more than a net; it will become a trampoline for households dreaming of moving upwards.

C. The policies that the MTW agency is using or has used (currently implement, plan to implement in the submission year, plan to discontinue, previously discontinued).

1. Tenant Rent Policies
2. Payment Standards and Rent Reasonableness
3. Reexaminations
4. Landlord Leasing Incentives
5. Housing Quality Standards (HQS)
6. Short-Term Assistance
7. Term-Limited Assistance
8. Increase Elderly Age (PH & HCV)
9. Project-Based Voucher Program Flexibilities
10. Family Self-Sufficiency Program with MTW Flexibility
11. MTW Self-Sufficiency Program
a.PH Alternative Family Selection Procedures (PH) Currently Implementing
12. Work Requirement
13. Use of Public Housing as an Incentive for Economic Progress (PH)
14. Moving on Policy
15. Acquisition without Prior HUD Approval (PH)
16. Deconcentration of Poverty in Public Housing Policy (PH)
17. Local, Non-Traditional Activities

C. MTW Activities Plan that Hibbing Plans to Implement in the Submission Year or Is Currently Implementing

11.a.PH - Alternative Family Selection Procedures (PH)
<p>In January of 2022, the HRA will launch the EMPOWER Program. This program is made possible by exercising MTW Waiver #11a, "MTW Self-Sufficiency Program--Alternative Family Selection Procedures (PH)"</p> <p>As the name of the program indicates, the agency's goal for the EMPOWER Program is to empower residents with the tools and skills necessary for graduation from public housing. This program was designed through hundreds of hours of conversation with local housing and supportive service experts in government, nonprofits and the private sector. Resident feedback and advice from HRA staff were also crucial for identifying and addressing the needs of EMPOWER Program residents.</p> <p>A nonelderly and nondisabled resident who enters public housing will sign an agreement with their lease to comply with the Empower Program requirements. On this contract, which the resident will receive a copy of, will be printed the date and location of the first required meeting with the MTW Coordinator.</p> <p>At the first meeting, the MTW Coordinator will conduct an extensive Resident Needs Assessment. This will help both the Coordinator and the resident understand the resident's barriers to graduation and seek the appropriate resources for overcoming these barriers.</p> <p>In the first year of the program, residents in the EMPOWER Program will advance through a predetermined curriculum of four competencies deemed crucial for self-sufficiency by housing experts. These four areas are health, education, personal finance and employment. The resident must earn certificates in all four (4).</p> <p>To earn a certificate, the resident must complete a course of six sessions of one hour each with a community partner in each competency. Each course is offered multiple times a year, free of charge and on-site at HRA properties. Below are the specific courses:</p> <p>Core Competency: Health Course: Supplemental Nutrition Assistance Program Education (SNAP-Ed) Community Partner: University of Minnesota-Extension</p> <p>Core Competency: Personal Finance Course: Dollar Works 2: A Personal Financial Education Program</p>

Community Partner: University of Minnesota-Extension

Core Competency: Education

Course: Adult Basic Education Assessment

Community Partner: Arrowhead Economic Opportunity Agency

Core Competency: Career/Employment

Course: Interview, Resumes, Job Search and Other Basics of Meaningful Employment

Community Partner: Northeast Minnesota Office of Job Training

In addition to the educational courses, EMPOWER Program participants in their first year will meet with the MTW Coordinator a minimum of once each quarter to ensure the household is closely accompanied in the first year of acclimating to the program. In total, the time burden on a household in the program in one calendar year is four six-hour courses and four one-hour meetings for a total of 28 hours.

In the second year of EMPOWER, residents will once again meet with the MTW Coordinator to conduct a Resident Needs Assessment. This will allow the HRA to learn how residents advance over their barriers in the first year in the program, and how the program could be better structured towards this goal. Residents will meet a minimum of biannually with the Coordinator in the second year of the program. At this point, residents will have more flexibility to choose activities that best suit their needs. The residents will need to satisfy a "self-investment" monthly requirement, or an activity that helps prepare for graduation from public housing. This 8 hour requirement can be satisfied with education, job training or searching, chemical abuse therapy or other approved activities on a case-by-case basis. These Coordinator-approved activities will take the place of the generalized courses.

In the third year of EMPOWER, residents will meet with the Coordinator for a third Resident Needs Assessment. Residents will also be enrolled in classes on fair-market rental or first time homeownership through community partners like Habitat for Humanity of Northern St. Louis County. Residents will meet a minimum of biannually with the Coordinator in the third year of the program. Third year program residents will also serve as role models for new entrants, with speaking at events and mentoring other residents as an opportunity to meet their own EMPOWER Program requirement of "self-investment" hours per month.

After three years of managing the EMPOWER Program, the HRA will have accumulated enough experience and data to determine what a reasonable timeframe is for the average program participant to graduate from public housing. The program and its offerings will be improved over the years.

This MTW activity serves the following statutory objectives:

Self-sufficiency
Housing choice

This MTW activity serves the following statutory objectives:

Neutral (no cost implications)

An MTW activity may apply to new admissions only, to currently assisted households only, or to both new admissions and currently assisted households. The MTW activity applies only to a subset or subsets of assisted households

This MTW activity applies to:

New admissions and currently assisted households

An MTW activity may apply to all family types or to selected family types (i.e., non-elderly/non-disabled, elderly, disabled, other).

The MTW activity applies only to selected family types

N/A--Program Not Implemented Yet

No hardship were requested in the most recent fiscal year.

In the prior year, under this activity, Hibbing MTW agency

Received 0 hardship requests

Approved hardship requests

Denied hardship requests

There is\are hardship requests pending.

MTW Self-Sufficiency policy is mandatory for the following

The EMPOWER Program will be mandatory for all residents of the HRA who are between the ages of 18 and 62, and are not legally designated as disabled according to the Social Security Act or other relevant legislation.

New residents who meet this criteria will sign a one-page lease addendum agreeing to the terms of the program at move-in after January 1, 2022. At that time, they will also schedule their first meeting with the MTW Coordinator to understand the EMPOWER Program and discuss any concerns or questions.

Existing residents as of January 1, 2022, will also sign the same one-page lease addendum during their annual recertification. These residents will have ample opportunity to understand the program and discuss it with the MTW Coordinator before entering the EMPOWER Program.

Following the best practices of other MTW agencies like Keene Housing and Delaware State Housing Agency, the HRA of Hibbing will employ the “Three Strikes” rule for violations of EMPOWER Program requirements.

If a resident misses a required EMPOWER Program component with no previous attempt to explain or reschedule (“no call/no show”), they will receive a written letter explaining what they missed and how to work with the Coordinator in the future to reschedule an event in advance as needed.

If a resident misses a second required EMPOWER Program component with no explanation, the resident will receive a lease violation and a written letter from the HRA Resident Coordinator. This letter will explain the lease violation and encourage meeting with the MTW Coordinator at once.

Lastly, if a resident misses or declines a third required EMPOWER Program component with no prior notice, the resident will receive a letter from the HRA Executive Director that explains the resident can now be terminated from the public housing program for violation of the EMPOWER Program contract. The resident will have the opportunity to meet with the Executive Director and the MTW Coordinator to discuss if the resident is still interested in participating in the program or if another home would be a better fit.

The EMPOWER Program will be open to all HRA residents. If an elderly or disabled resident still wishes to voluntarily enter the program, they are free at any time to meet with the MTW Coordinator to discuss entering the program under a unique agreement.

D.	Safe Harbor Waivers.
D.1	Safe Harbor Waivers seeking HUD Approval: No Safe Harbor Waivers are being requested.

E.	Agency-Specific Waiver(s).
E.1	Agency-Specific Waiver(s) for HUD Approval: The MTW demonstration program is intended to foster innovation and HUD encourages MTW agencies, in consultation with their residents and stakeholders, to be creative in their approach to solving affordable housing issues facing their local communities. For this reason, Agency-Specific Waivers may be requested. No Agency-Specific Waivers are being requested.
E.2	Agency-Specific Waiver(s) for which HUD Approval has been Received: MTW Agency does not have approved Agency-Specific Waivers

F.	Public Housing Operating Subsidy Grant Reporting.
F.1	Total Public Housing Operating subsidy amount authorized, disbursed by 9/30, remaining, and deadline for disbursement, by Federal Fiscal Year for each year the PHA is designated an MTW agency.

Federal Fiscal Year (FFY)	Total Operating Subsidy Authorized Amount	How Much PHA Disbursed by the 9/30 Reporting Period	Remaining Not Yet Disbursed	Deadline
2021	\$844,772	\$844,772	\$0	2022-01-01

G.	MTW Statutory Requirements.	
G.1	75% Very Low Income – Local, Non-Traditional. HUD will verify compliance with the statutory requirement that at least 75% of the households assisted by the MTW agency are very low-income for MTW public housing units and MTW HCVs through HUD systems. The MTW PHA must provide data for the actual families housed upon admission during the PHA's most recently completed Fiscal Year for its Local, Non-Traditional program households.	
	Income Level	Number of Local, Non-Traditional Households Admitted in the Fiscal Year*
	80%-50% Area Median Income	
	49%-30% Area Median Income	
	Below 30% Area Median Income	
	Total Local, Non-Traditional Households	0

*Local, non-traditional income data must be provided in the MTW Supplement form until such time that it can be submitted in IMS-PIC or other HUD system.

G.2	Establishing Reasonable Rent Policy.
<p>MTW agency did not established a rent reform policy to encourage employment and self-sufficiency The HRA intially planned to introduce in the coming year a stepped rent and a delayed income recertification policy that would encourage working families to grow their income. However, after extensive conversations with HUD officials and other housing policy experts, the HRA has decided to take a gradual approach to rollin g out MTW programming. After learning important lessons about encouraging resident self-sufficiency from the EMPOWER Program, within 3 years the HRA will pursue a rent reform under MTW.</p>	

G.3	Substantially the Same (STS) – Local, Non-Traditional.
The total number of unit months that families were housed in a local, non-traditional rental subsidy for the prior full calendar year.	0 # of unit months
The total number of unit months that families were housed in a local, non-traditional housing development program for the prior full calendar year.	0 # of unit months

Number of units developed under the local, non-traditional housing development activity that were available for occupancy during the prior full calendar year:

PROPERTY NAME/ ADDRESS	0/1 BR	2 BR	3 BR	4 BR	5 BR	6+ BR	TOTAL UNITS	POPULATION TYPE*	if 'Population Type' is Other	# of Section 504 Accessible (Mobility)**	# of Section 504 Accessible (Hearing/ Vision)	Was this Property Made Available for Initial Occupancy during the Prior Full Calendar Year?	What was the Total Amount of MTW Funds Invested into the Property?
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G.4	Comparable Mix (by Family Size) – Local, Non-Traditional.
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To demonstrate compliance with the statutory requirement to continue serving a 'comparable mix' of families by family size to that which would have been served without MTW, the MTW agency will provide the number of families occupying local, non-traditional units by household size for the most recently completed Fiscal Year in the provided table.

Family Size:	Occupied Number of Local, Non-Traditional units by Household Size
1 Person	
2 Person	
3 Person	
4 Person	
5 Person	
6+ Person	
Totals	0

H.	Public Comment
	Attached you will find a copy of all of the comments received and a description of how the agency analyzed the comments, as well as any decisions made based on those comments.

I.	Evaluations.
	Yes - This table lists evaluations of Hibbing's MTW activities, including the names of evaluators and available reports

Table I.1 - Evaluations of MTW Policies

Title and short description	Evaluator name and contact information	Time period	Reports available
MTW Expansion Cohort #1 Evaluation	Abt Associates, Social and Economic Policy Division 6130 Executive Blvd. Rockville, MD 20852 www.abtassociates.com	2020-2022	None that the PHA is aware of at this time.