

## Memorandum of Understanding

### **City of Fayetteville Arkansas Government and the Federal Reserve Bank of Atlanta (the "Atlanta Fed") Career Ladder Identifier and Financial Forecaster (CLIFF) Dashboard and Planner**

January 7, 2022

#### **Overview**

The City of Fayetteville, Arkansas is currently developing a five-year Economic Development and Recovery Plan in wake of the community and economic impacts of the COVID-19. Unlike traditional economic master plans communities embark on, this plan will be focused on raising the economic situations of families who face barriers to employment at a living wage. One third of the entire plan is being dedicated to the issue of workforce development and economic mobility.

The Cliff Dashboard will enable the City of Fayetteville and its partners to identify wage targets for individual residents' unique situations, the inclusion of career pathway data for in-demand industry sectors would enable tailored guidance to benefit our residents. The ability to show net return to the tax payer from career advancement of low-income families will aid in the support for further investments in workforce development. Lastly, the incorporation of Cliff Dashboard data will enable the City of Fayetteville to demonstrate, within the plan, the financial reality faced by many residents who have to make the choice between economic advancement in their careers and access to needed supportive benefits.

The CLIFF Dashboard is an interactive tool that depicts wages along select career pathways to indicate barriers presented by benefits cliffs. The CLIFF Planner allows users to create individually customized career paths while considering benefits, taxes, and expenses over time and is intended for more intensive career and financial counseling of low-income families. The CLIFF Dashboard also calculates the net returns to the taxpayer from career advancement. Both have been customized to reflect local wages for selected in-demand jobs, local county-level expense data for various family formations, and application of state-specific public benefits.

This initiative will provide lessons on how the CLIFF tools can be implemented and scaled to contribute to this goal through both policy and practice. The Atlanta Fed's [Advancing Careers for Low-Income Families](#) website provides additional background about benefits cliffs, the tools and how they are being used in other settings.

#### **Pilots**

The pilot will be customized to the local organization's processes, participant/client needs, and resources. Focus will be placed on testing the tools in various settings, identifying effective practices in implementation, and providing feedback for improvement of the tools.

**Goals and Steps:** The Atlanta Fed will partner with the City of Fayetteville Arkansas Government to implement the CLIFF Dashboard and Planner for mutually agreed upon geographic areas (e.g., specific counties or workforce areas) in order to inform policy and practice. The tools will be used to identify benefits cliffs by analyzing how public benefits interact with local in-demand career pathways. The pilot

sites can use this information to support workers and job seekers in their movement towards economic self-sufficiency.

1. Create a customized tool to analyze career paths in the state that support efforts to promote workers' economic mobility and resilience.
2. The Atlanta Fed will list the partnership on its Advancing Careers webpage.
3. The tool users commit to using short online surveys and other methodologies to track implementation progress and outcomes for the duration of the pilot.
4. The Atlanta Fed will provide training sessions for the tools during the pilot phase.
5. Pilots will be conducted according to the procedures outlined in the Pilot Site Questionnaire responses submitted to the Atlanta Fed
6. The Atlanta Fed and pilot sites will meet regularly to discuss implementation progress during the pilot phase, as well as discuss results from periodic surveys/focus groups of leaders, counselors/coaches, and job seekers.
7. At the end of the pilot phase, the Atlanta Fed will produce research documenting implementation success and lessons learned.
8. Prior to December 31, 2022, The Atlanta Fed and the City of Fayetteville will meet to determine whether, and on what terms, Organization will continue to use the GI Dashboard.

**Signed**

**FEDERAL RESERVE BANK OF ATLANTA**




Signature: \_\_\_\_\_  
Name: David Altig  
Title: EVP and Director of Research  
Date: January 24, 2022

**City of Fayetteville AR Government**



Signature: \_\_\_\_\_  
Name: Lioneld Jordan  
Title: Mayor  
Date: 1-31-22



Signature: \_\_\_\_\_  
Name: Devin Howland  
Title: Director of Economic Vitality  
Date: 1/26/22

Pursuant to the Federal Reserve Act (12 U.S.C. § 632), the terms and conditions of this Agreement shall be governed by Federal law, and, to the extent there is no applicable Federal law, the laws of the State of Georgia, without reference to its conflicts of laws principles, shall apply. All suits arising out of this agreement shall be brought in the U.S. District Court for the Northern District of Georgia. Each party waives its right to a jury trial. If any provision of this Agreement shall be found unenforceable, it shall be construed as to most nearly give effect to the intent of the parties as originally executed.