

National **TRIBAL** Summit



Creating Partnerships Between Employers and Human Services

Presented by: Sisifo Taatiti



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CHILDREN & FAMILIES

OFFICE OF FAMILY ASSISTANCE
An Office of the Administration for Children & Families



Utah's Next Generation Kids: Invest In You Too Demonstration Project

- Family Focus with an Educational Cohort
 - Climb Wyoming
- Identify Career In Demand
- Collaboration with Employers and Salt Lake Community College





Program Components

- Forty Hours/Week
 - 8-16 Hrs./Week College Classes
 - Soft Skills Training (Empowerment Days)
 - Life Skills
 - Success In the Workplace
 - Psychoeducational Workgroups
 - Parenting
 - Work Readiness



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Employers

- Medical Manufacturing
- Individual Employer Meetings
 - Eight Employers
- Identify the Need
 - Soft Skills
 - College Classes



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Certification

- Meetings with Employers and College
- Employers Identified Four Classes
- College Classes Scheduled
 - Cohort Only
 - Meet the Needs of the Program





Identifying the Cohort

- Information Meetings
- Individual Interviews
 - Employer Needs
 - Readiness
- 11 Participants
- Intensive Family Assessment



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Family Focus

- Stabilize to prepare for Employment
 - Child Care
 - Transportation
 - Mental Health
- Family Plan
- Case Management and Individual Therapist Appointments





Evaluation

- Social Research Institute – University of Utah
 - Surveys to obtain customer feedback and experience
 - Evaluation Report



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Outcomes

- Started out with 11, 2 dropped out for personal reasons
- All 9 are employed
 - 4 are employed in Medical Manufacturing
 - 1 Medical Field
 - 1 stayed in current job and received promotion
 - 3 employed in various industries



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Outcomes

- New Cohort starts 8/21/17
 - 16 new participants
 - Employers more engaged
 - Some program changes based on previous cohort feedback and experience



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Lessons Learned

- Marketing is a key component
- Rules and structure are important
- Collaboration with employers and education partner is necessary for success
- Deal with criminal background/histories by requesting background checks upfront
- Be prepared to discuss the “Cliff Effect” as a result of benefits closing



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Demy Loma Guitron



- Demy applied for the **Invest In You Too** program in January 2017. She had recently lost her belongings to a fire and also had a miscarriage. She was renting one bedroom in a house and sharing it with her mother and daughter. During her interview for **Invest In You Too**, she was shy and lacked confidence.
- Demy was accepted into the program in February. She struggled with her computer skills and was reluctant to ask questions during class but quickly connected with the other students. She realized they were all in similar situations. She was always on time and dedicated herself to learning.
- She opened up to her Family Success Coach, Maren Stevens, and discussed her needs — housing, credit and vision problems. Maren was able to connect Demy with community resources. She received a free vision exam and was able to purchase glasses. She continued to have housing issues throughout the program and realized completing classes and obtaining a medical manufacturing job was going to help her resolve this issue. During one of the employer tours she told us that working there would be her “dream job.” She realized that the **Invest In You Too** program was giving her the needed skills. After scoring 100 percent on her first test, she realized she could be successful and gained confidence which enabled her to facilitate group study sessions. Demy was the first student to apply for a position, with her dream company, and was hired on the spot before the program ended.
- She began work in April and continues to enjoy her job. She also maintains contact with Maren for support. Together they found a two-bedroom apartment and developed a budget. Demy has been able to purchase a car, pay off debts and start repairing her credit. She has full benefits at her company and signed up for a retirement plan and life insurance.



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