



2019

Improving Workplace Performance by Strengthening Healthy Relationship Skills

**Robyn Cenizal - Director, Family Strengthening, ICF
National Resource Center for Healthy Marriage and Families**

**Lakecia Peterson, TANF Program Director
Tennessee Department of Human Services**

Our Mission: Connecting healthy marriage education skills and safety-net services as an integrated approach to strengthening families.



National Healthy Marriage Initiative

- The Healthy Marriage and Responsible Fatherhood initiative is part of ACF's strategy to improve the lives of children and arose from public concern that high rates of single parent households and family instability negatively impact children.
- The initiative supports the purposes of TANF.

Healthy, Stable Adults = Better Outcomes for Children



- **Married couples on average have:**
 - better physical and emotional health;
 - more wealth accumulation and a higher level of economic well-being;
 - better relationships with their children; and
 - decreased risk of substance abuse.

- **Children of adults with healthy, stable marriages are more likely to have better:**
 - physical and emotional health,
 - relationships with their parents,
 - school performance and fewer behavioral problems in school



Legislation and Funding

- 1996 Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) authorized the Temporary Assistance for Needy Families (TANF) program with four purposes:
 - Provide assistance to needy families so that children can be cared for in their own homes or in the homes of relatives
 - End the dependence of needy parents by promoting job preparation, work, and marriage
 - Prevent and reduce the incidence of out-of-wedlock pregnancies
 - Encourage the formation and maintenance of two-parent families
- The Deficit Reduction Act (2005). As part of the TANF reauthorization, included \$150 million a year for five years to fund healthy marriage and Responsible Fatherhood demonstration projects.
- The Claims Resolution Act of 2010 (CRA) provided \$75 million for Healthy Marriage grants and \$75 million for Responsible Fatherhood grants.
- 2015 funding supported another round of healthy marriage and responsible fatherhood grantees including five grants specifically designated for re-entry families.

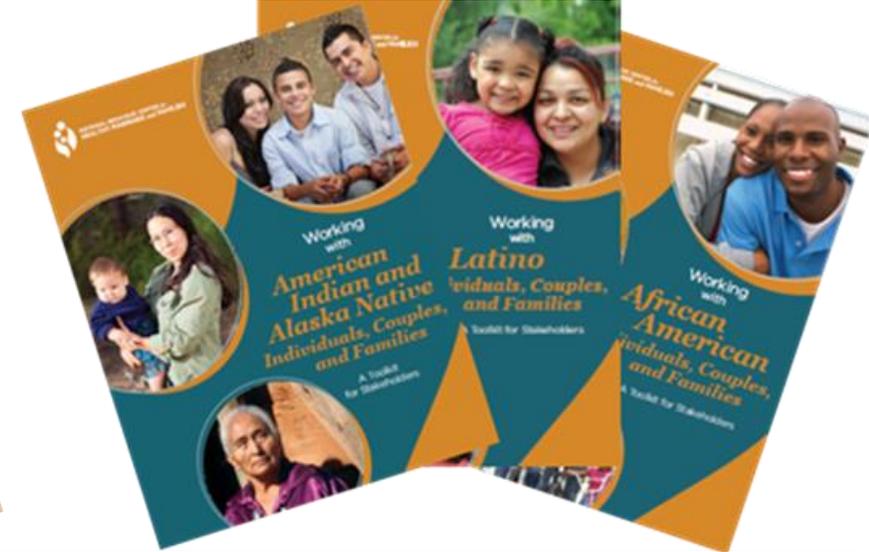
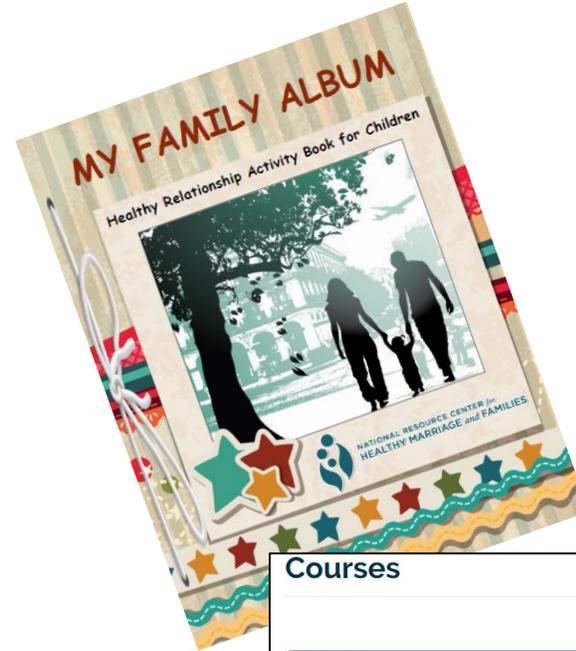
Building Adult Capabilities to Improve Child Outcomes: A Theory of Change



Building Adult Capabilities

Resource Center for Healthy Marriage and Families

- Website features include:
 - Media Gallery
 - Webinar and E-Newsletter Archives
 - Calendar of Events
 - Resource Library
 - Virtual Training Center



Special Collection

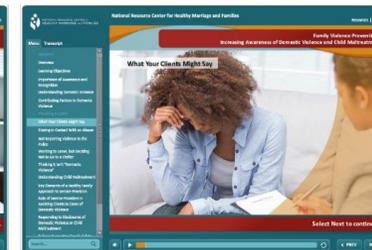


Courses



Integrating Healthy Relationship Education: A Course for Stakeholders

Course Description



Family Violence Prevention

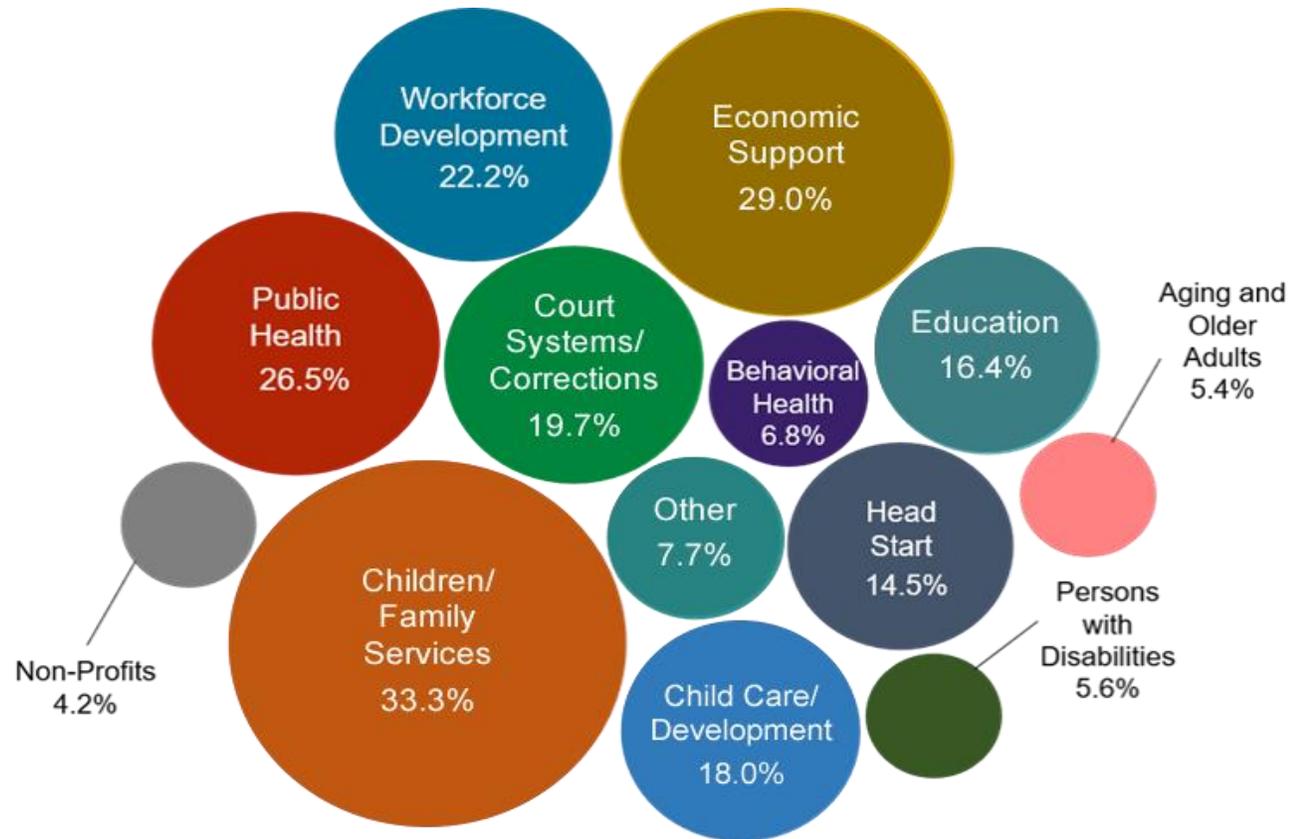
Course Description



Strong Relationships: Strengthening Individual and Family Well-Being

Course Description

Agencies Attending Integration Institutes



Making the Case for Integration:

- 72% were not at all familiar with the Healthy Marriage Initiative.
- 92% better understand how integration of healthy marriage and relationship skills into human service delivery systems supports the goals of my agency.
- 90% learned ideas for leveraging partnerships to support integration of healthy relationship education into my agency's services and programming.



Upcoming State Institutes

Tentative Schedule	State
November 2019	Kentucky
December 2019	Hawaii
February 2020	Louisiana
March 2020	Oklahoma
April 2020	Nevada
May 2020	Wyoming
June 2020	North Dakota
July 2020	South Dakota

2 Gen in Tennessee



Lakecia Peterson, TANF Program Director



Tennessee Mission and Vision

- **DHS Mission:** To build strong families by connecting Tennesseans to employment, education, and support services.
- **DHS Vision:** To revolutionize the customer experience through innovation and a seamless network of services.

ACF Guidance

Strengthening TANF Outcomes By Developing Two-Generation Approaches To Build Economic Security

<https://www.acf.hhs.gov/ofa/resource/tanf-acf-im-2016-03>

TN Families First(TANF) and 2Gen Programs

- Focuses on building healthy relationships through our FF/TANF program partners and our 2Gen community partners.
- FF and 2Gen programs are designed to help families develop social capital.
- Currently have twenty nine (29) 2Gen Community partners.

TN 2Gen Partner

- Agape- West Tennessee Partner(Memphis, TN)
 - Focused on serving at-risk neighborhoods by connecting residents to resources that will help create a more nurturing environment for children and families.
 - Host parent café's
 - Advocates for transportation needs

TN Upcoming Partnership Project

- Partnering with the National Resource Center Healthy Marriage and Families.

Goal: Launching the free online integrating Healthy Relationship Education courses within Tennessee DHS's learning management system in the Spring/Summer of 2020.

Contact Information

Lakecia Peterson, TANF Program Director

Lakecia.Peterson@tn.gov

Karen Walker, Director of Quality Assurance and Family Assistance Contracts

2 Gen Consultant

Karen.X.Walker@tn.gov

TN 2 Gen Website

www.TN.gov

Building a Thriving TN through 2 Gen

Table Discussion: What are you doing in your communities for families?





**Table Discussion:
What are you doing for staff?**

Stress in the Workplace

- Increased stress drives employee turnover, diminishes productivity, and affects medical, legal, and insurance costs. Some studies have found 46% higher health care spending for stressed employees*.
- Stress leads to higher workplace absenteeism than illness and injury, and has been linked to a range of health issues including depression and heart disease.
- The World Health Organization recently called stress “the health epidemic of the 21st century”

(*Goetzl, Anderson, Whitmer, Ozminkowski, Dunn & Wasserman, 1998)



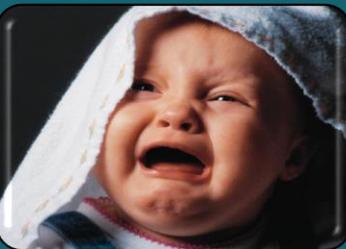
Effects of Stress



Secondary trauma is the emotional and psychological effects experienced through indirect exposure to the details of the traumatic experiences of others.



Compassion fatigue can be defined as the emotional residue of exposure of working with those suffering from the consequences of traumatic events.



Burnout is about being 'worn out'. The impacts of burnout emerge gradually over time and are easily identified to direct links and stressors within the working and personal life.

Social Service Providers Have Families Too

- For many employees, a common source of stress from home is their relationship with their spouse or partner.
- In one survey, 22 percent of employees said personal relationship issues were their biggest distraction at work
- Another study estimated that American businesses lose \$6.8 billion a year due to work loss and decreased productivity linked to marital problems
- On an individual level, the divorce of one employee making \$20 an hour could cost his/her employer an estimated \$8,000



Community Health Implications

- For early deaths, it is estimated that:
 - 40% are due to behavioral patterns
 - 30% are due to genetic predispositions
 - 15% are due to social circumstances
 - 10-15% are due to shortfalls in medical care

(McGinnis, Williams-Russo, and Knickman, 2002)



Currently, 95% of the trillions of dollars the U.S. spends on health is on treatment, not prevention.

Heckman, 2008

Beyond Employee Assistance (EAP) Programs

- Wellness Programs
 - Brown bags
 - Gym discounts
- Affinity Groups
 - New parents
 - Caring for aging parents





Important Skills

- Healthy relationship skills include:
 - Interpersonal skills such as communication and conflict resolution;
 - Along with critical skills like parenting and financial education.

These skills can be successfully integrated individually or collectively to reduce stress and improve communication.

7 Key Concepts Related to Healthy Relationships

1. Care for Self
2. Getting to know partners well
3. Nurturing the relationship
4. Showing affection and respect
5. Developing and maintaining friendship
6. Dealing with differences in healthy ways
7. Engaging in positive social network

1. Care for Self: Being Physically and Mentally Healthy

- Mental and Emotional Well-being
- A Positive Optimistic Perspective
- Mindfulness
- Healthy Stress Management
- Physical Wellbeing
- Healthy Eating
- Physical Activity
- Sleep
- Major Health Issues and Relationships



Food for Thought

- "Digestion, of all the bodily functions, is the one which exercises the greatest influence on the mental state of the individual."
- Approximately 80% of Americans fail to eat the recommended daily allowance of fruits and vegetables.
- Only 1 in 3 adults participate in the recommended amount of weekly physical activity, and data suggests that by 2030, half of all adults in the U.S. will be obese.

Workplace Supports

- Flexible schedules
- Manageable workload
- Safe space to vent or decompress
- Team building activities
- Expressions of appreciation

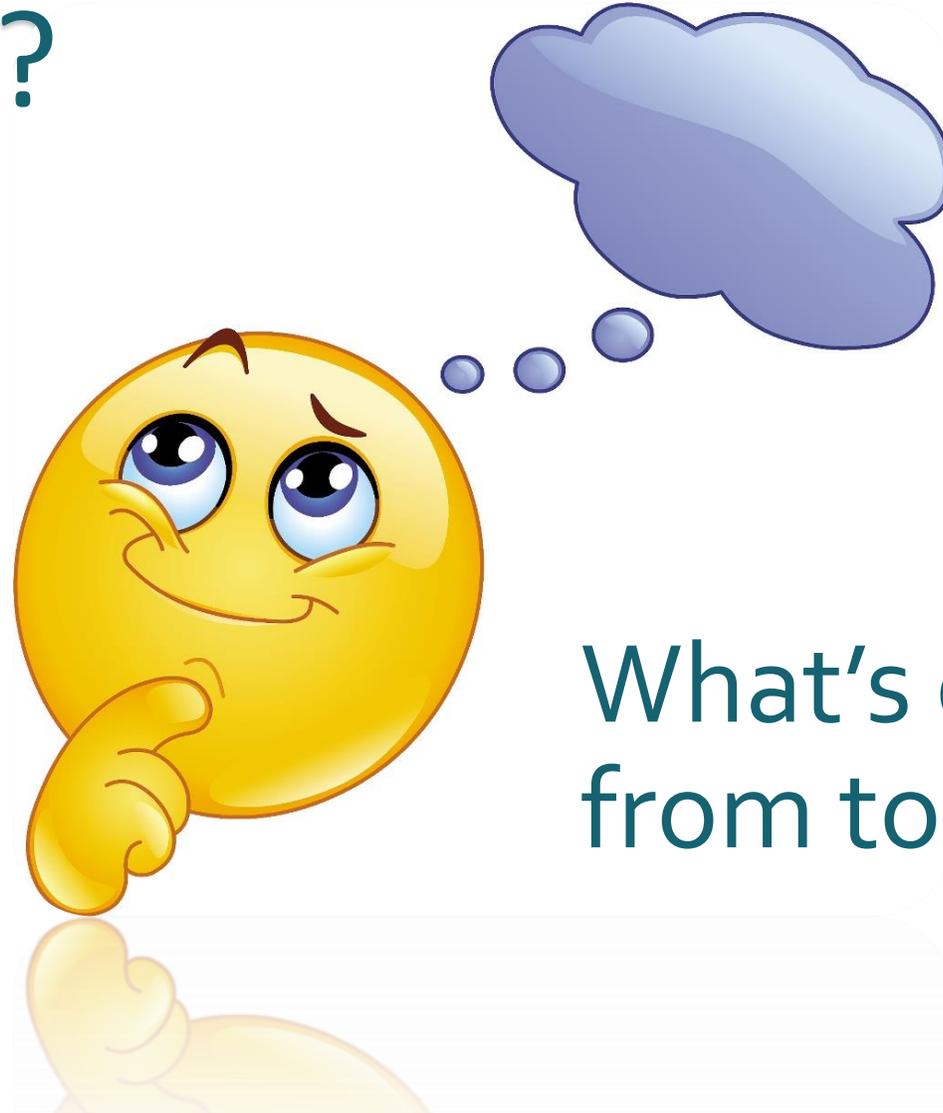
Other ideas?



Connecting the Pieces



Questions?



What's one takeaway from today's session?

Let's Stay Connected



Monthly Newsletter

Highlight tips, resources, and upcoming events



LinkedIn

Connect with professionals across the country



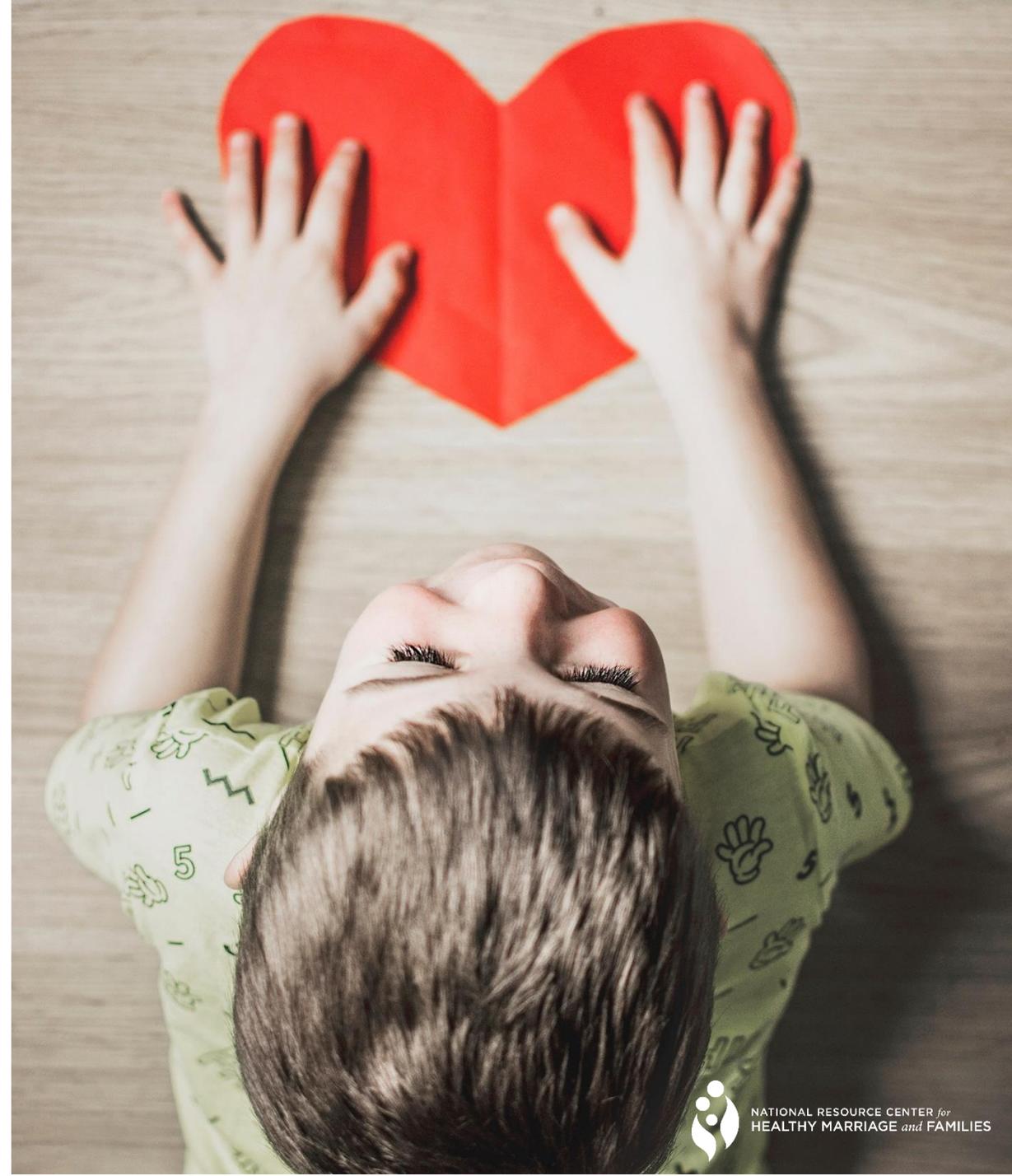
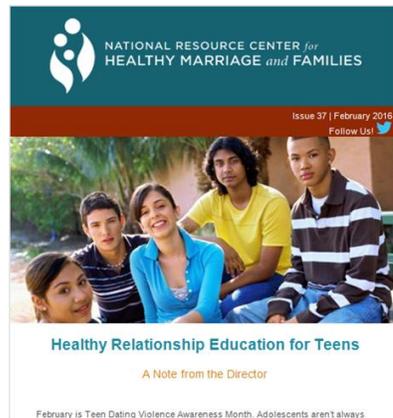
Twitter

Share information and engage more dynamically



YouTube

Share information and engage more



Let us know how we can help!

For technical assistance, visit:

www.HealthyMarriageandFamilies.org/training-and-technical-assistance-request-form

www.HealthyMarriageandFamilies.org

info@HealthyMarriageandFamilies.org

1-866-916-4672

