

Making Coaching Work:

Embedding Coaching in Case Management Practice

19 July 2018

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Objectives

- What is CAP Tulsa?
- Why 2Gen at CAP Tulsa?
- Coaching Approach at CAP Tulsa.
- Impact of Coaching
- Tips
- Resources

What is CAP Tulsa?



Our mission is to help young children in lower-income families grow up and achieve economic success.

Our vision for the future is that children grow up and achieve economic success so that their children are not born into poverty.

Our method is to combine high-quality early childhood education with innovative family services and resources.

Why did CAP embrace Two-Gen?

We placed our bets on developing the highest quality early education program we could while partnering with others in the community to provide services to the parents of participating children. We wanted to FOCUS our resources on these families with young children.



Quality Programs for Parents

CareerAdvance®

- Sector-based workforce development with stackable trainings in healthcare



English as a Second Language

- Contextualized to early childhood classroom, with family literacy development



Supports for Parent Participants

- Peer Cohort
- Tuition, Books, Fees, Supplies
- Childcare Assistance
- Transportation Assistance
- Emergency Assistance
- Day Time Schedule
- **COACHES**



Coaching Approach at CAP Tulsa

- **Strengths- based**

- What is the client bringing to the table

- **Client-focused**

- Decisions are made by the client and goals are tailored to each family's situation



Coaching Approach at CAP Tulsa

- **Central New Mexico Community College (CNM) - C.O.A.C.H. Approach**
 - <https://cnmingenuity.org/coaching/>
- **The Prosperity Agenda – Family Centered Coaching**
 - <http://www.theprosperityagenda.org/familycentered-coaching>

Impacts of Coaching

“Participants identify their career coaches – who offer essential academic, career, and employment guidance – as perhaps the central program element that promotes success in CareerAdvance® “
*Northwestern University Family Life Study
Participant Focus Group Findings 2016*



Impacts of Coaching

“QUEST graduates credited their success to both the program’s financial assistance and comprehensive support from a [coach]. The financial support made it feasible for them to attend college while the [coach] helped them persist when they faced academic, family, and financial difficulties.” – *Anne Roder and Mark Elliot June 2018*



Top 3 Tips

- Continuously communicate your coaching strategy to staff
- Do not underestimate the need for team building; especially when going through strategy shifts
- Be patient – change takes time



Resources

The COACH approach, CNM
Ingenuity, Inc.

<https://cnmingenuity.org/coaching/>

Family Centered Coaching, The
Prosperity Agenda

<http://www.theprosperityagenda.org/familycentered-coaching>

EMPath, Mobility Mentoring®

<https://www.empathways.org/approach>



THE
PROSPERITY
AGENDA

CNM In^genuity, Inc.



EMPath

Economic Mobility Pathways

Thank You!

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