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OFA PeerTA Network Webinar

**Breaking the Poverty Cycle and Opening Doors to
Opportunity for TANF Families:
Developing a Two-Generation Approach
May 26, 2015 -- 1:00 to 2:30 p.m. EDT**

Moderator:

Lisa Washington-Thomas, Self-Sufficiency Branch Chief
Office of Family Assistance



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Introductions, Logistics, Agenda Overview
Lisa Washington-Thomas, OFA



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- **Overview of Two-Generation Approaches and Their Applicability to TANF**, Nisha Patel, OFA
- **Advancing Two-Generation Approaches**, Shelley Waters Boots, Annie E. Casey Foundation
- **CAP – Tulsa’s Two-Generation Approach**, Kaylene Keener, Community Action Project of Tulsa County
- **Utah’s Two-Generation Approach**, Karla Aguirre, Utah Department of Workforce Services
- **Facilitated Q&A**, Lisa Washington-Thomas, OFA



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Audience Poll #1

How knowledgeable are you about two-generation approaches to alleviating poverty?

- a) Expert
- b) Proficient
- c) Limited knowledge
- d) No knowledge



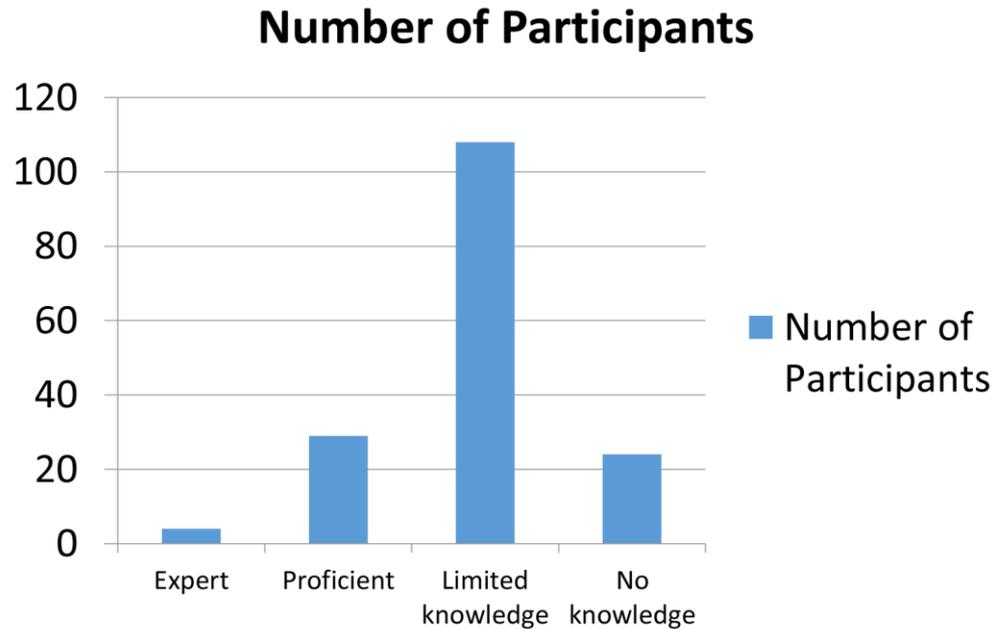
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Audience Poll #1

How knowledgeable are you about two-generation approaches to alleviating poverty?





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Overview of Two-Generation Approaches and Their Applicability to TANF

Nisha Patel, OFA





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Audience Poll #2

Does your TANF program use a two-generation approach to service delivery?

- a) Yes, we have a formal program in place that specifically targets low-income adults and their children for services
- b) Currently exploring implementing a two-generation approach
- c) No, we focus on traditional welfare-to-work services for adults



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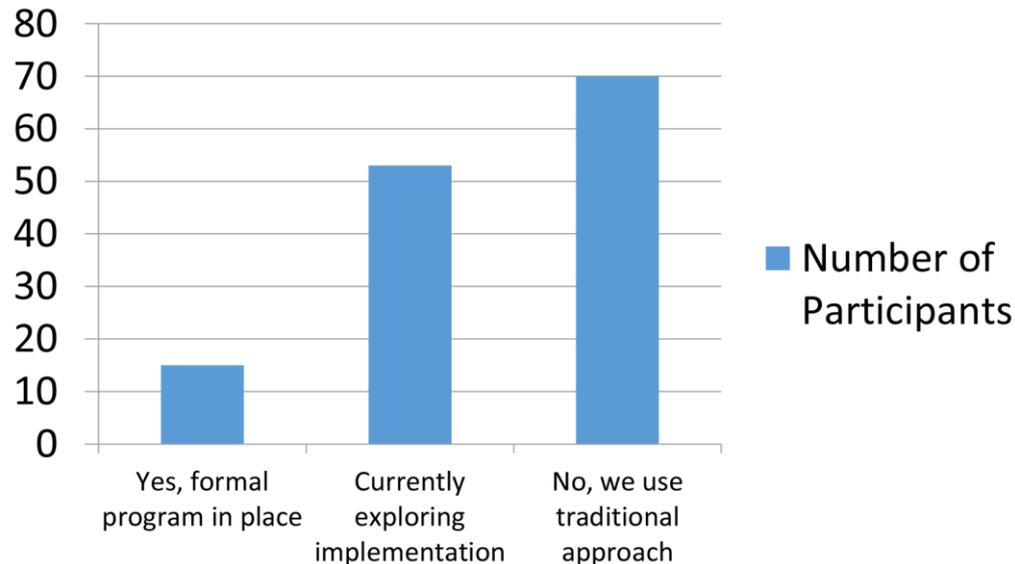


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Audience Poll #2

Does your TANF program use a two-generation approach to service delivery?

Number of Participants





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Advancing Two-Generation Approaches

Shelley Waters Boots,
Annie E. Casey Foundation



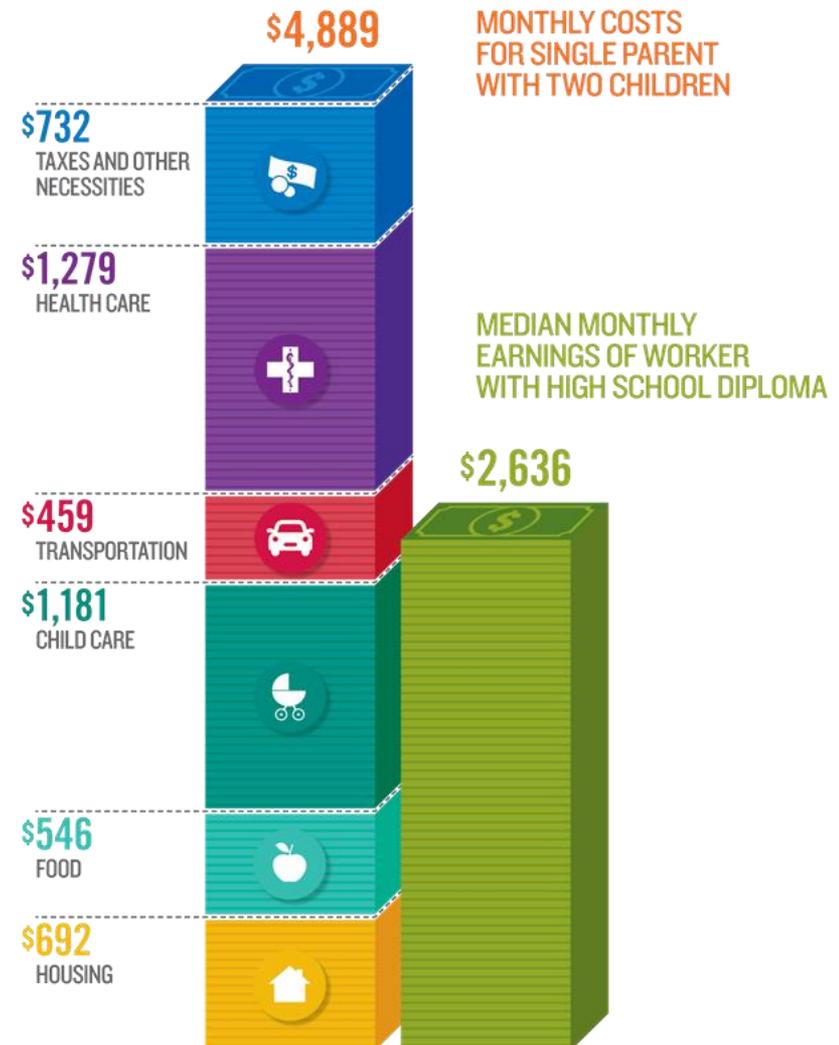
**creating
opportunity
for families:
a two-
generation
approach**

A Two-Generation Approach to Creating Opportunities for Families: An Overview

- **Problem:** Nearly half of young children — 17 million — are growing up in low-income families.
- We need to ensure these kids have a shot at the American dream.
- Today, too many programs address the needs of parents and children separately and in isolation.
- What we need is a new approach that recognizes kids succeed when families succeed — a two-generation approach.

Families Are Struggling to Make Ends Meet

- 10 million low-income families with children age 8 and under
- Limited skills, low wages, inflexible work schedules:
 - Only half with full-time work
 - Nearly 80 percent lack postsecondary degree
 - Nearly five times more likely to have difficulty speaking English



Low-Income Families Face Greater Barriers to Success

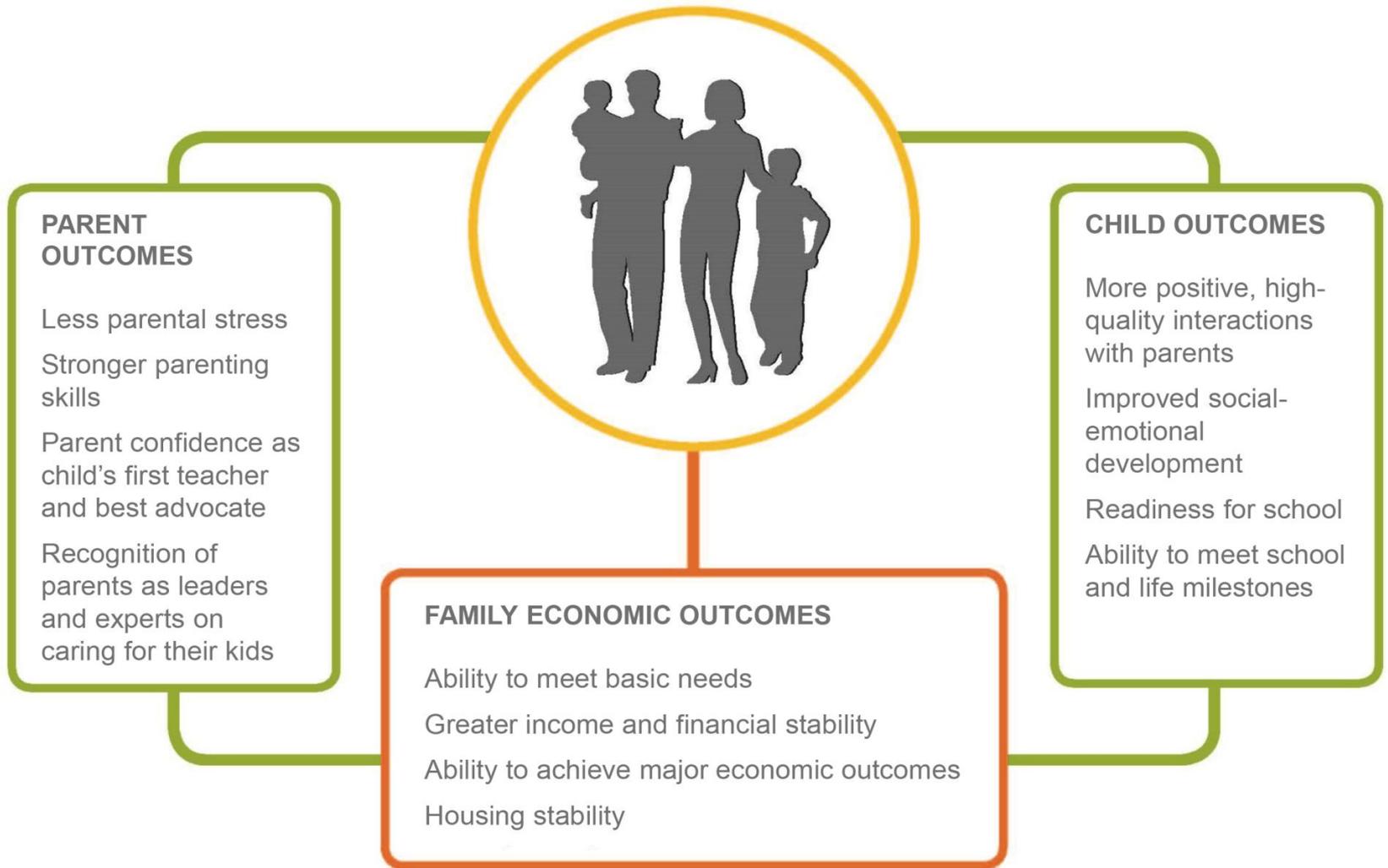


45% are single-parent families

17% of low-income parents reported child care significantly affected their ability to get and keep a job

31% of children in low-income families have parents with concerns about their development

Our Goal: Better Outcomes for Families



Our Approach: Strengthening the Whole Family

Financial Stability

- Education and job training
- Access to income and work support benefits
- Financial coaching
- Access to affordable financial products

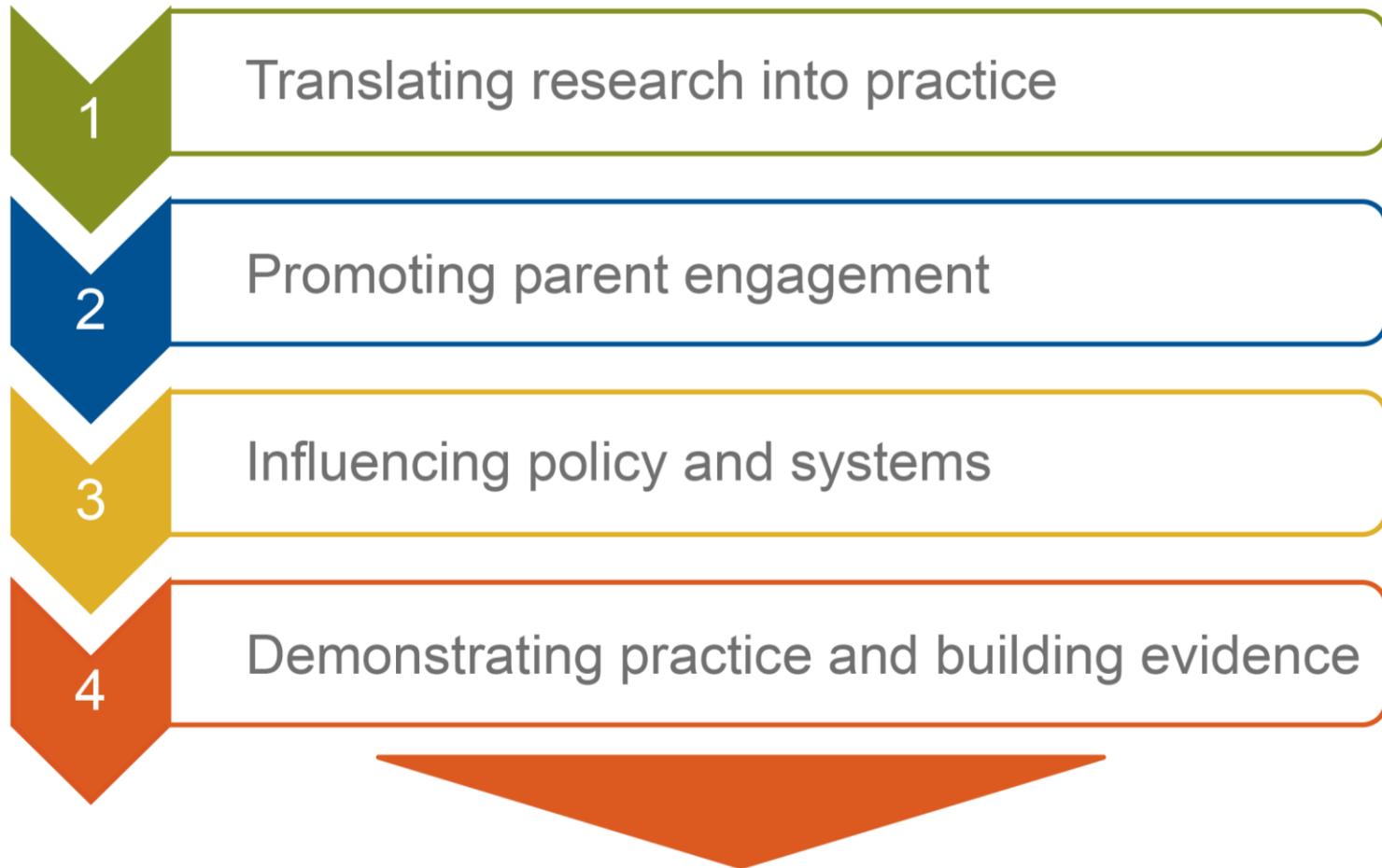
Parent Involvement

- Treating parents as assets and experts on their kids
- Having culturally competent staff
- Addressing family stress
- Enhancing social networks

Quality Early Care and Elementary Education

- Access to high-quality early education programs
- Successful transition to elementary school
- Quality elementary school experiences
- Effective teaching

Areas of Two-Generation Focus Within Annie E. Casey Foundation



Goal: Improving children and parent/caregiver outcomes together

Translating Research into Improved Practices

- **Integrating science into programs** to improve parent and child skills in planning, setting goals and self-regulation
- **Harvard's Frontiers of Innovation** is testing strategies in the State of Washington with 200 caregivers on how to build executive function/self-regulation skills in young children
- **Center on Budget and Policy Priorities** is working to create practice approaches on adult executive function principles in workforce and TANF programs
 - Also, advancing TANF as a way to move research to practice and test more two-generation innovations

A portion of the fund could also be set aside...to support the development of two-generation approaches aiming to improve outcomes for parents and children simultaneously.

-- Dr. LaDonna Pavetti, CBPP
Testimony
House Ways and Means
Committee, April 30, 2015

Promoting Parenting and Parent Engagement

A year of research and listening:

- **50 national and local policy, practice, and advocacy organizations** convened on parent engagement at Casey
- **Three parent forums** hosted with 50+ parents in Chicago, New York, and Buffalo
- **Developing a self-evaluation tool** to be completed this fall for organizations interested in expanding parent engagement and leadership
- Supporting the development of a **national network**



Influencing Policy and Systems

- Released a two-generation policy report in November with input from over 65 experts from policy and practice
- Used communications lessons on how to frame two-generation issues
- Developed key systems and program reform ideas to help advance the knowledge base around outcomes
- Access the report at www.aecf.org



Influencing Policy and Systems



Create policies that equip parents and children with the income, tools, and skills for success



Make government policies and programs more family-friendly



Build evidence on promising programs and platforms focusing on parents and children together

Demonstrating Practice and Building Evidence

Schools and early education, home visiting, community colleges, and job-training programs are some of the platforms that offer opportunities to create partnerships that address the needs of parents and children together.



Demonstrating Practice and Building Evidence

The Family Economic Success-Early Childhood Initiative

Goal: Programs **simultaneously** link family economic supports with parents and provide parent capacity-building and high-quality early care and education for kids to significantly improve outcomes for parents, children, and families.

Strategies:

1. Assist four diverse sites in strengthening their two-generation approaches
2. Document and evaluate implementation to support continuous improvement and to identify potential scalable models for the field



Demonstrating Practice and Building Evidence

Family-Centered Community Change

Goal: Programs **simultaneously** link family economic supports with parents and provide parent capacity-building and high-quality early care and education for kids.

Strategy: Participate as a strategic co-investor, bringing two-generation approaches into three established, local community development initiatives to strengthen their efforts



Buffalo Promise
NEIGHBORHOOD



WEINLAND PARK
COLLABORATIVE



Demonstrating Practice and Building Evidence



Housing: Jeremiah Program

Building evidence with Jeremiah Program's replication with Boston Housing Authority, ABCD Head Start, and Endicott



Early Care and Coaching: Crittenton Women's Union

Testing a two-generation design pilot with Crittenton Women's Union, Nurtury, and Frontiers of Innovation



Community Schools and FES: United Way of the Bay Area

Working with community schools, United Way linking parents with financial coaching, job-readiness assistance, and other tools and skill-development opportunities



Home Visiting: Goodwill of Central Indiana and Nurse-Family Partnership

Goodwill of Central Indiana and Nurse-Family Partnership working together to help connect new mothers to employment and skill-building resources

Using TANF to Demonstrate Practice and Build Evidence

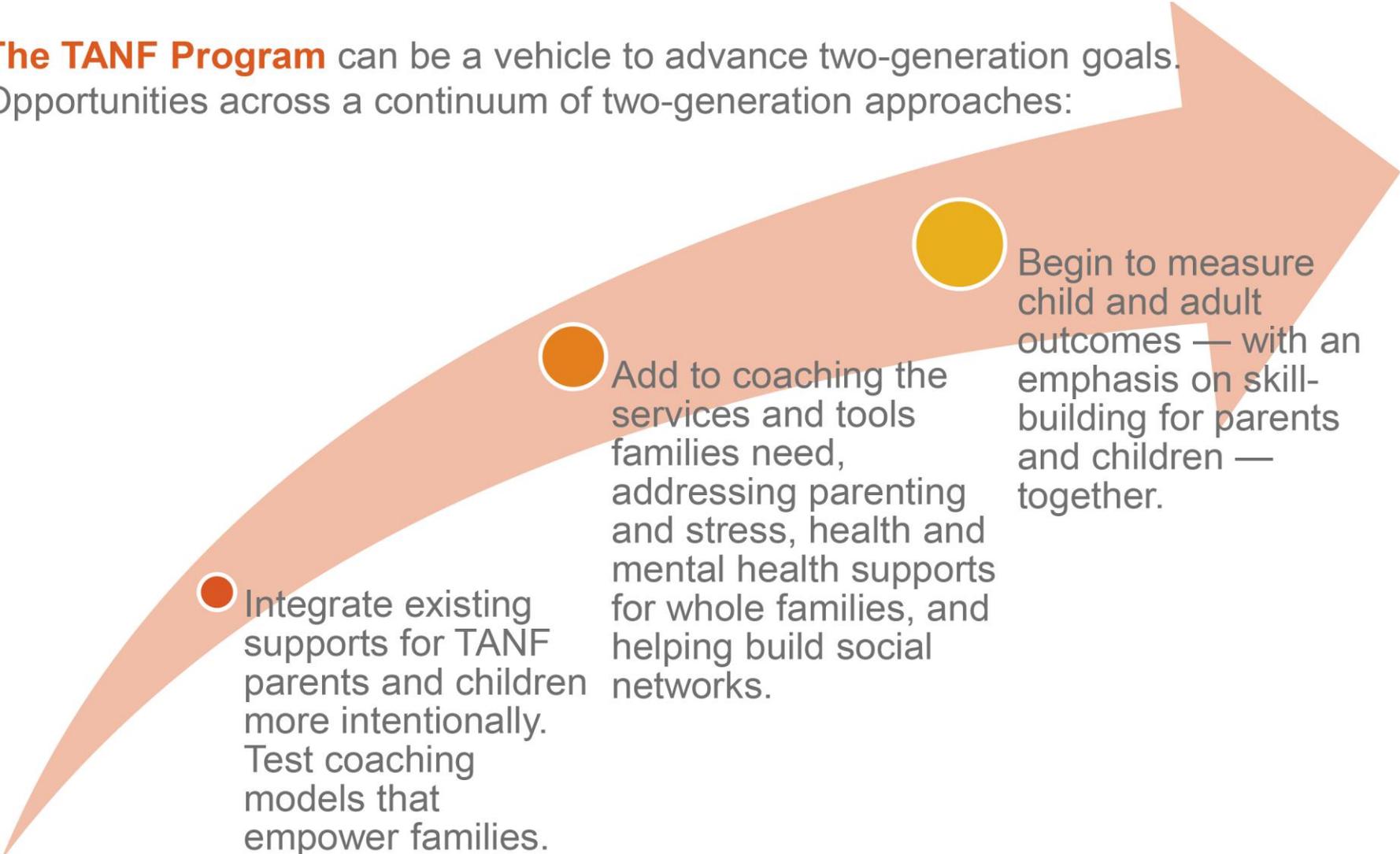
- Create prototypes that build on past successes – e.g., Building Nebraska Families
- Learn from new program models
 - Utah and CAP TULSA (more later)
 - Working Families Success Network – community college expansion in 19 community colleges
 - More information at achievingthedream.org under Initiatives
 - New efforts — and lessons — coming online every day
- Follow the evidence and integrate science
 - Focus on skill-building
 - Learn from executive function prototypes
 - Integrate coaching practices and goal-setting
 - Pay attention to health, mental health, and substance abuse

The New Haven MOMS
Partnership



Using TANF to Demonstrate Practice and Build Evidence

The TANF Program can be a vehicle to advance two-generation goals. Opportunities across a continuum of two-generation approaches:



Integrate existing supports for TANF parents and children more intentionally. Test coaching models that empower families.

Add to coaching the services and tools families need, addressing parenting and stress, health and mental health supports for whole families, and helping build social networks.

Begin to measure child and adult outcomes — with an emphasis on skill-building for parents and children — together.

Contact



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The Annie E. Casey Foundation
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Report and additional resources:
www.aecf.org

The Annie E. Casey Foundation



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Developing solutions to build a brighter future for children, families and communities

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CAP-Tulsa's Two-Generation Approach

Kaylene Keener, CAP-Tulsa

Two-Generation Approach - Breaking the Cycle of Poverty

Career*Advance*[®]

May 26, 2015



CareerAdvance[®]

Two-Generation Approach

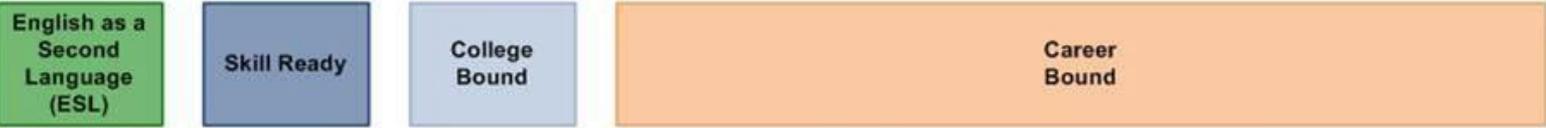
- A dual-generation workforce development program designed to improve the economic stability of low-income parents while intentionally and simultaneously improving their children's education/lives
- Removes barriers so that parents can receive the training, support, and connections to secure family-supporting wages in the healthcare sector
- Hypothesis being tested: whether parents' economic success will improve the educational outcomes for their children

Expected Participant Outcomes

- Advance from having a “job” to having a “career” in a high-demand occupation with family-supporting wages and opportunities for wage growth
- Improve family economic stability
- Increase self-confidence, self-efficacy, and expectations for success
- Develop behaviors conducive to success in the academic and work worlds, which they model for their young children
- Increase children’s school attendance
- Improve children’s cognitive and socio-emotional assessments over time
- Develop families’ skills for better managing the combination of work, school, and raising children through effective time use and household organization

CareerAdvance – Who, What, Where

CareerAdvance®



	English as a Second Language (ESL)	Skill Ready	College Bound	Nursing	Allied Health	Short Tracks – Pharm Tech, Dental Assist, Medical Assist	Manufacturing
WHO	Beginning and intermediate level English Language Learners	6 th – 8 th grade skill level, ready to improve skills to move onto college-level courses (Contextualized Bridge Levels I&II)	9 th – 12 th grade skill level, build skills to prepare for entrance into college or training program (Contextualized Bridge Level III)	College-ready, interested in a career in the nursing field. CNA, PCT/LPN/ RN.	College-ready, interested in a direct-services career in healthcare other than nursing	College-ready, interested in a shorter training program that leads to a rewarding healthcare career	Interested in working in various roles within the transportation manufacturing sector

WHAT	English language development	Basic skill building, GED attainment if needed	Intermediate skill building, college preparation	CNA, PCT/LPN, pre-requisites, RN	Respiratory Tech, Radiography Tech, Occupational Therapy, Sonography	Pharmacy Tech, Medical Assistant, Dental Assistant	CNC Machining, CDL A/B, TQM, Certified Production Tech
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WHERE	Union Public Schools Adult Education Programs	Union Public Schools Adult Education Programs	Tulsa Community College – Metro Campus	Tulsa Community College – Various Campuses LPN is at Tulsa Technology Center	Tulsa Community College – Various Campuses	Tulsa Technology Center	Offered through Transportation Connections WorkAdvance – Various Workforce Training Providers
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CareerAdvance[®]

Target Population

- CAP Tulsa Families
- Educare Families
- TANF parents looking for a career in the healthcare industry

Key Program Components

- Cohort enrollment to create peer support
- Career coaching
- Stackable credentials
- CORE course to prep for college work
- Child care and transportation
- Performance-based incentives
- Links to employers

The Power of the Cohort Model

- Weekly “peer partner meetings,” facilitated by the Career Coach, promote relationship building and social support.
- Participants help each other through their common experience of going to school while caring for young children.
- Participants have described their cohort as “like a family.”
- Partner meetings frequently include guest speakers to address “soft skill” development.

Key Program Partners

- Tulsa Technology Center
- Tulsa Community College
- Union Public Schools
- Tulsa Area Workforce Investment Board & Service Provider
- OK Department of Human Services
- OK Employment Security Commission
- UT-Austin and Northwestern University

Program Outcomes

- **Total Active Participants (C1-C11) = 141**
- **Total Healthcare = 101**
 - Nursing = 68
 - CNA / PCT / LPN / RN
 - Health Info Tech = 15
 - Allied Health = 3
 - Dental = 0
 - Pharm Tech = 1
 - Medical Assistant = 14
- **Total Remedial = 20**
 - Skill Ready = 6
 - College Bound = 14
- **Total ESL = 24**
 - Beginning = 13
 - Intermediate = 11

TANF Partnership

- Meetings with local staff to evaluate best strategies
 - Getting to those that are ready for and interested in the healthcare field
- Flyers distributed at GED classes
- Information sessions conducted at times when parents have child care

Early Research Findings

CAP Family Life Study – Year 4 Report

High rates of certificate completion in shorter time frames

- 76% attained at least one workforce certificate within 16 months
- 52% within 42 months in comparable programs

Persistence rates are higher after one year

- 46% *CareerAdvance*[®] compared to 32% in community college comparison group

Program Funding

Braiding Funding (23 current funders)

- Health Profession Opportunity Grant
- Multiple additional local and national foundations/funders

For more information...

Kaylene Keener

Manager of Programs, Family Advancement
Community Action Project Tulsa

kkeener@captulsa.org

(918) 382-3293

Evaluations and reports available at:

<http://captulsa.org/innovation-lab/research-initiatives/family-life-study/>

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Utah's Two-Generation Approach

Karla Aguirre

UT Department of Workforce Services

Next Generation Kids

A Two-Generation Approach to Utah's Cash Assistance Program TANF's Family Employment Program

Where Did We Begin???

Intergenerational Poverty

Department of Workforce Services Utah

* <https://www.youtube.com/watch?v=XzAJtbukNoI&authuser=0>



Intergenerational Poverty



- **2012 Utah Legislature passed the Intergenerational Poverty Mitigation Act**
- **Statute directed DWS to track data relating to those living in intergenerational poverty, *with a focus on children at risk of remaining in poverty***
- **DWS Executive Director serves as the chair of the Intergenerational Welfare Reform Commission**
- **Commission Purpose**  **Direct Agencies and Utilize Data**
 - * **Evaluate research and establish evidence-based program**
 - * **Look at internal policies and procedures to reduce the number of Utah children remaining in the cycle of poverty and welfare dependency into adulthood**

Intergenerational Poverty Welfare Reform Commission



Department
of
Workforce
Services

State
Juvenile
Court
Administrator

Department
of Health

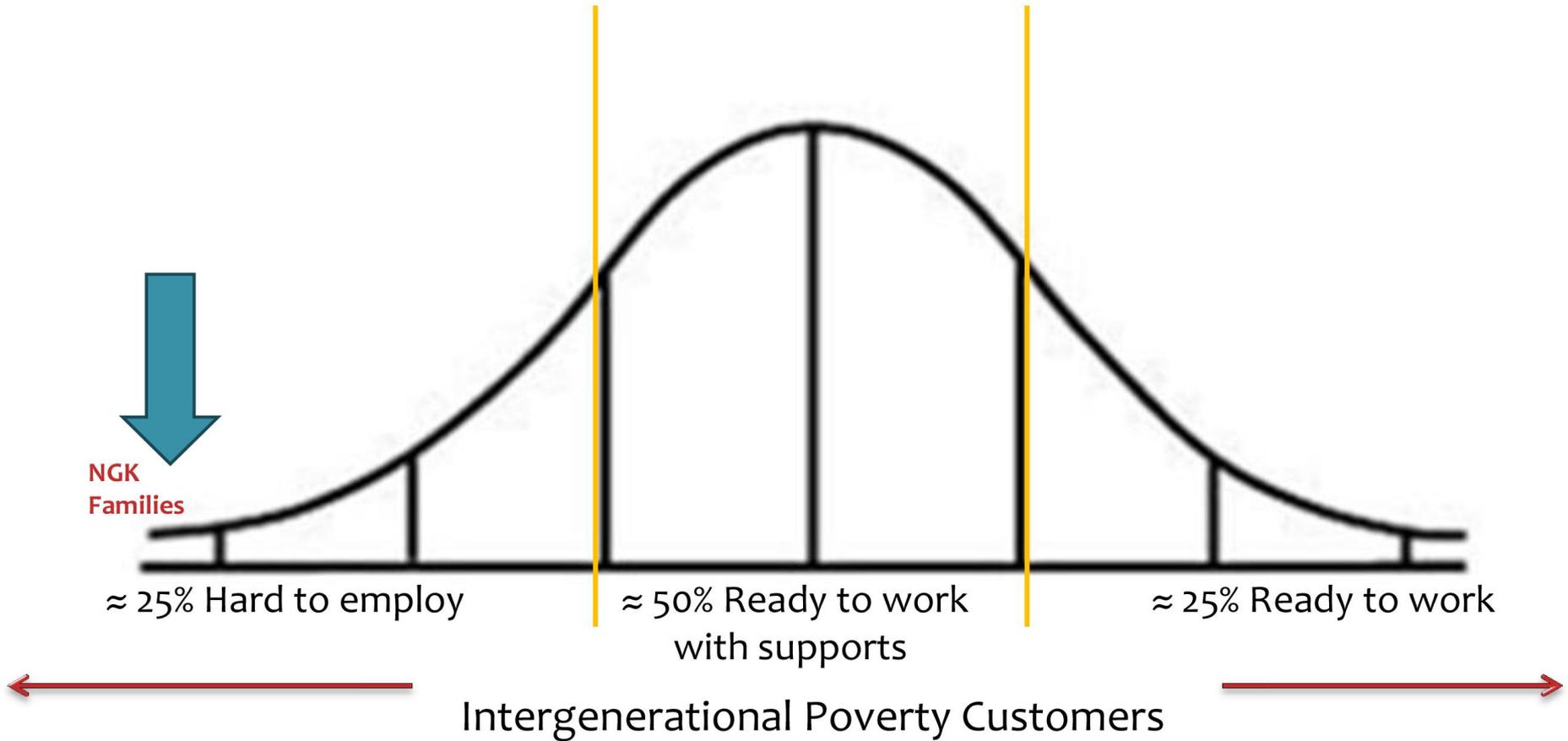
State
Superintendent
Of Education

Department
of Human
Services

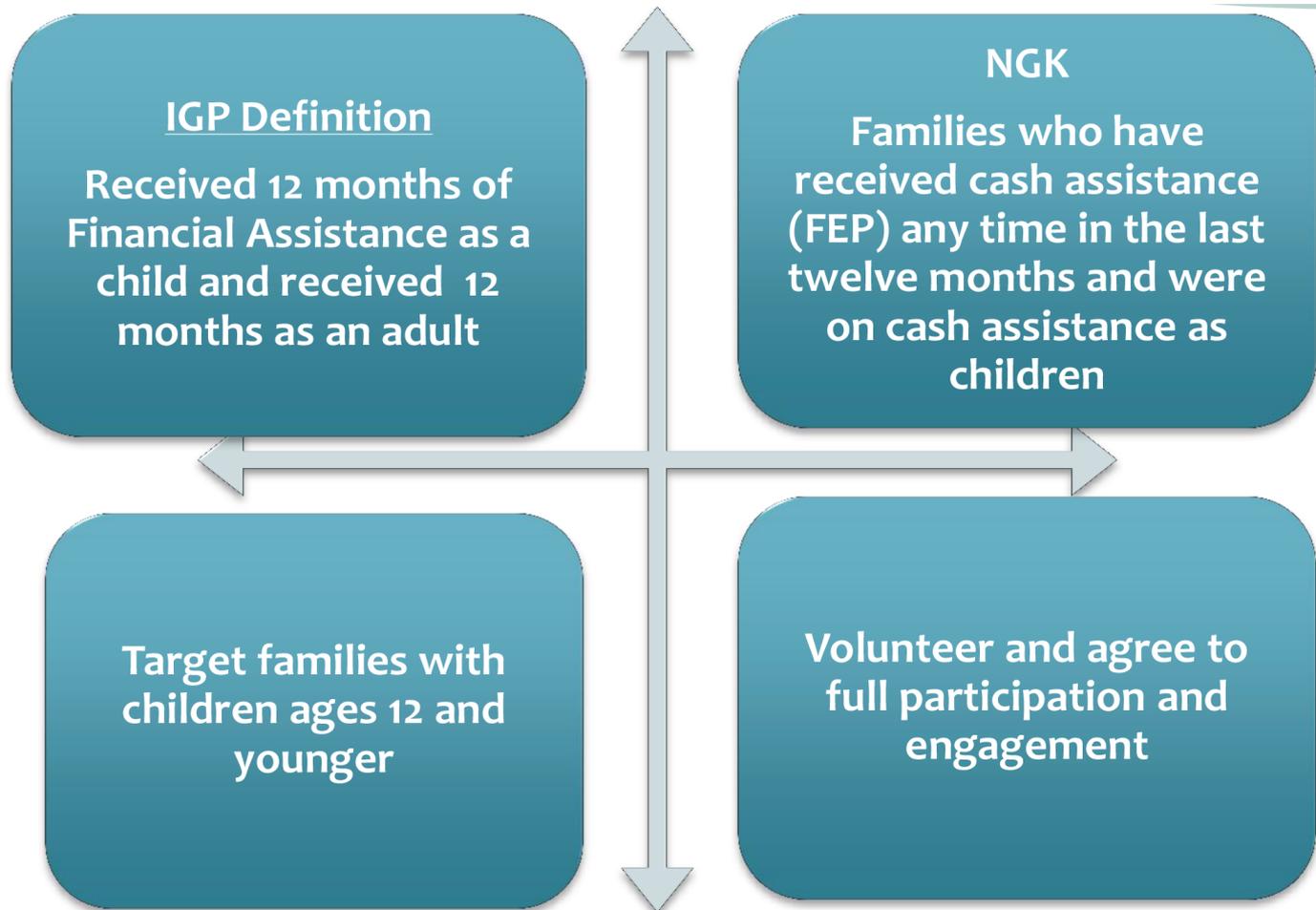
Research and Data
Two-Generation Approach to our Family
Employment Program
(Utah's TANF Cash Assistance)

- * What policy, procedure, and programs could we change to address the needs of children affected by Intergenerational Poverty?????
- * **Programs + Data + Research = Decisions**
- * Next Generation Kids Pilot

Family Employment Groupings



Families



Goals

- ➔ Reduce the risk for children raised in households receiving public assistance from being dependent on assistance as adults
- ➔ Learn which policies and intervention best help these families break out of poverty



Providing the *right services*
at the *right time* for families *in need*.

Project Design

- Community Support and Partnership
- Meet with Families in Community
- 30-40 Families
- Intervention with younger parents
 - Early intervention provides a strong foundation for children
- Partner with Social Research Institution –
Training for Coaches and Conduct
Evaluation



Strategies

Two-Generation Lens:

- Common impacts of childhood poverty
- Common impacts of childhood trauma
- Motivational Interviewing
- Working with both the parents and children simultaneously

Intensive Team Approach

- Family Success Coaches (Specific Training)
- Licensed Clinical Therapist
- Case staffing with community partners and schools

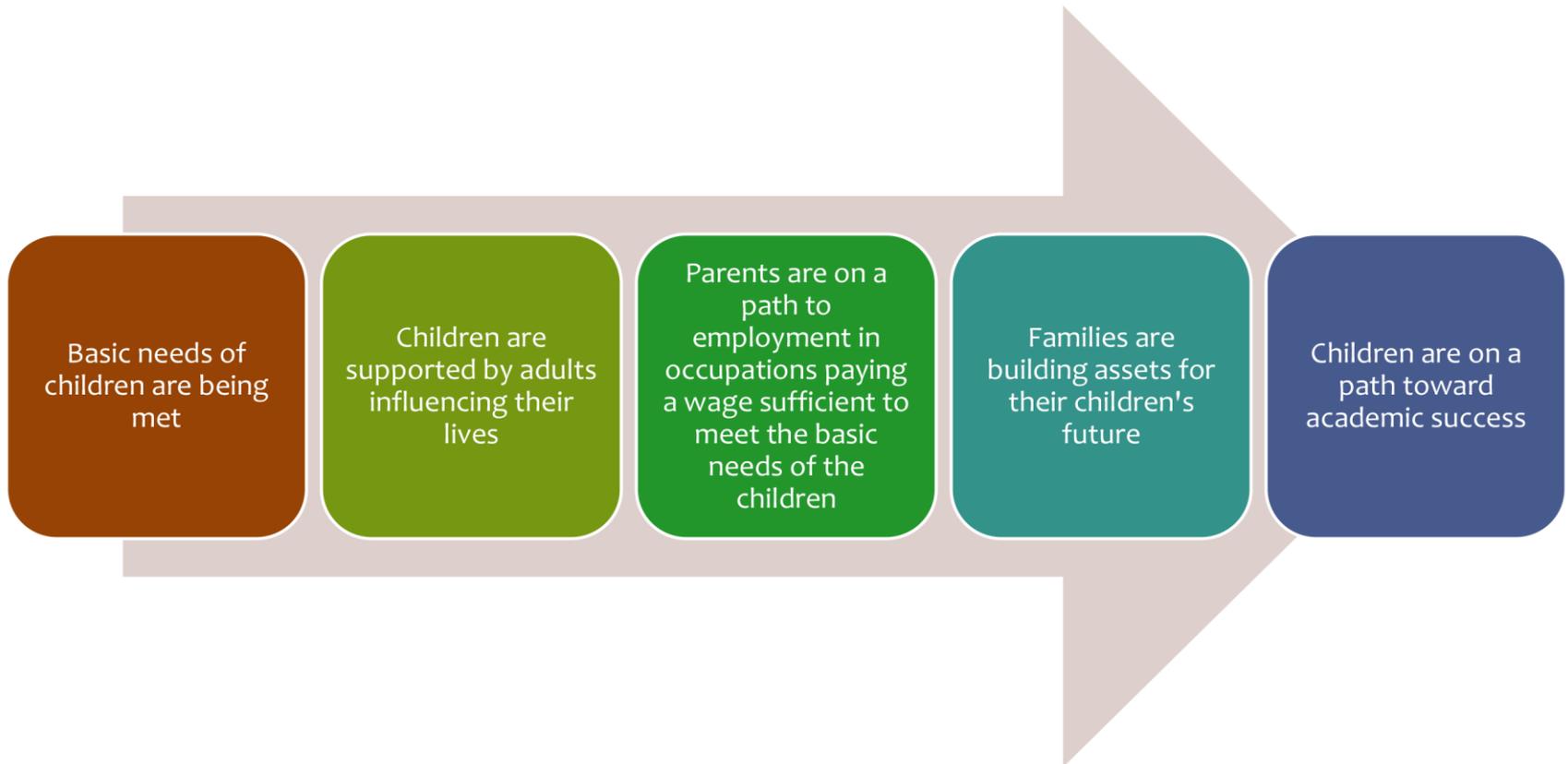
Small caseloads and intensive case management

Collaboration with community partners

Serve families where they live



Objectives & Outcomes



Key Partnerships

- ✓ Local School District
- ✓ Child Protective Services
- ✓ Local Mental Health Agencies
- ✓ Department of Health
- ✓ Housing Agencies
- ✓ Adult Education
- ✓ Local Applied Technology Centers and Colleges
- ✓ Community Action Programs
- ✓ United Way
- ✓ Head Start
- ✓ Local Government, Mayors
- ✓ Community Councils



What We Have Learned So Far....

Developing a trusting relationship with parents is essential when working with an entire family.

A comprehensive family assessment must be completed.

Ensure children's needs are addressed in the plan.

Collaborating and staffing families with community partners is essential.

Strong partnership with school district and staff is a necessity.

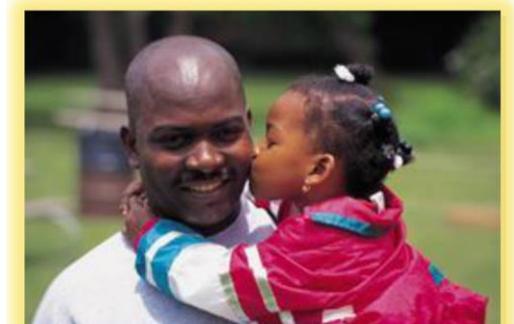
Extensive and ongoing training of staff is critical.

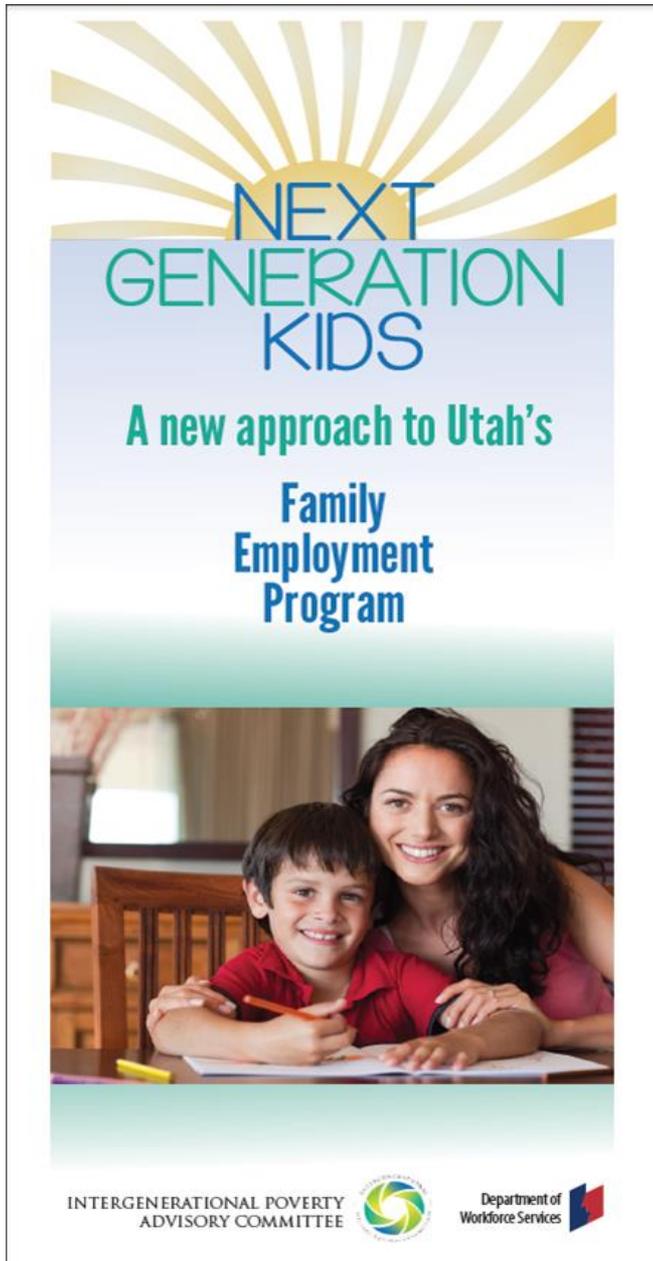
Working with families and community partners takes time.



***Never Give Up....
Great Things Take Time***

Tony Fahkry





Contact

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Audience Poll #3

What do you think is the biggest barrier for TANF programs considering implementing a two-generation approach to services?

- a) Leadership support
- b) Staff buy-in
- c) Lack of knowledge about how to implement a two-generation approach in a TANF setting
- d) Funding
- e) Lack of interested partners
- f) Other



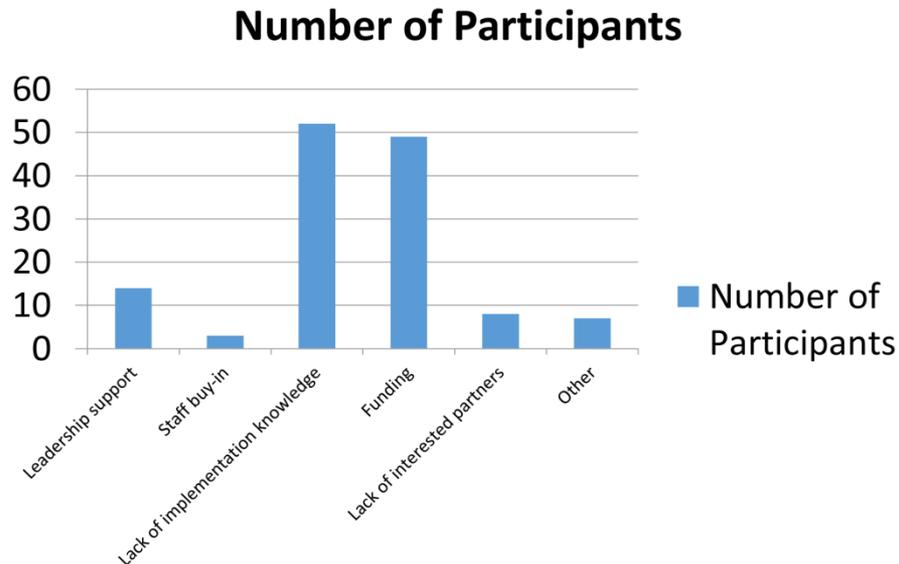
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Audience Poll #4

What federal technical assistance would be most helpful to you in understanding and implementing two-generation approaches with TANF participants?

- a) Additional webinars
- b) Peer exchanges
- c) Written products
- d) Targeted and individualized TA



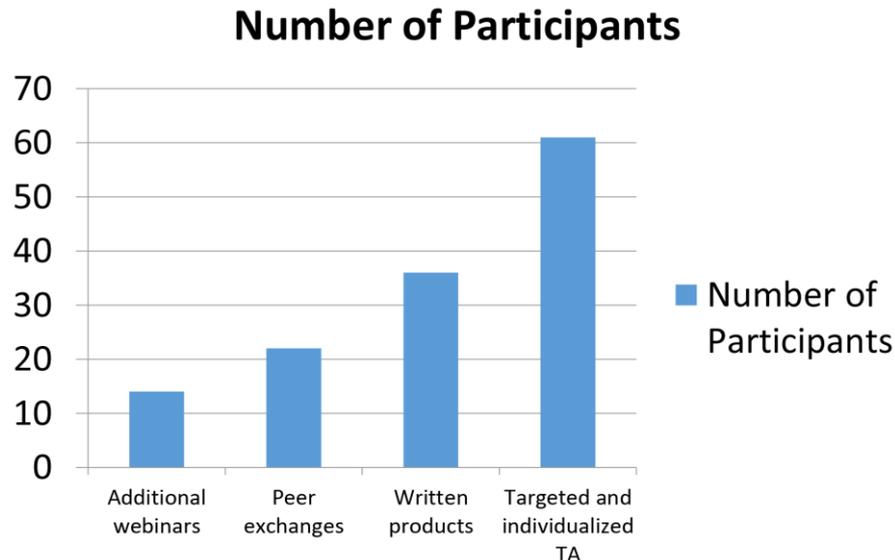
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Audience Poll #4

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Facilitated Q&A

Lisa Washington-Thomas, OFA



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THANK YOU for attending the webinar!

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