



Employment Coaching

Helping families achieve their goals

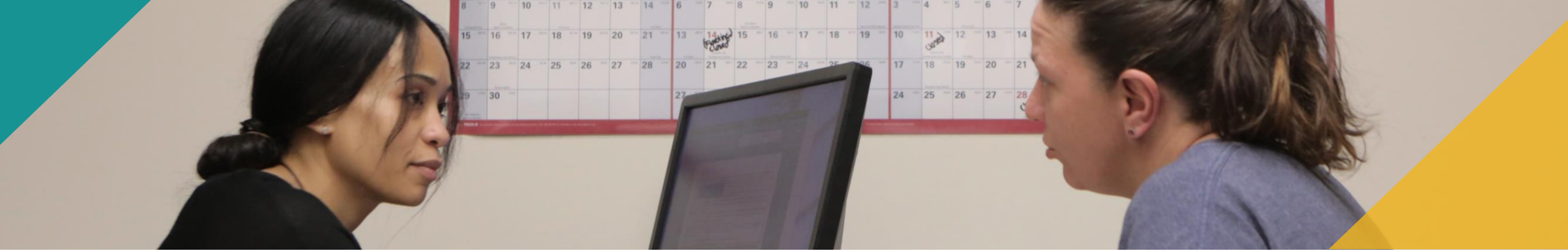
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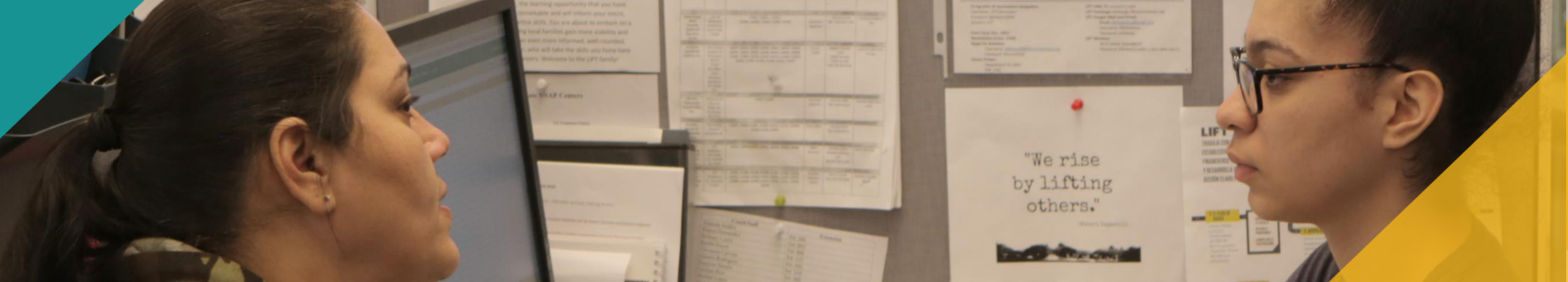
Funded by OPRE, Thank You!

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- **The contents of this presentation do not necessarily represent the official views or policies of OPRE, ACF, or HHS**



Evidence points to the importance of self-regulation skills

- **Self-regulation and other “soft skills” are essential to obtaining and keeping a job**
- **Self-regulation skills include:**
 - **Personality factors (e.g. motivation, grit)**
 - **Emotional skills (e.g. emotional control)**
 - **Cognitive skills (e.g. executive function)**
- **Poverty taxes self-regulation**



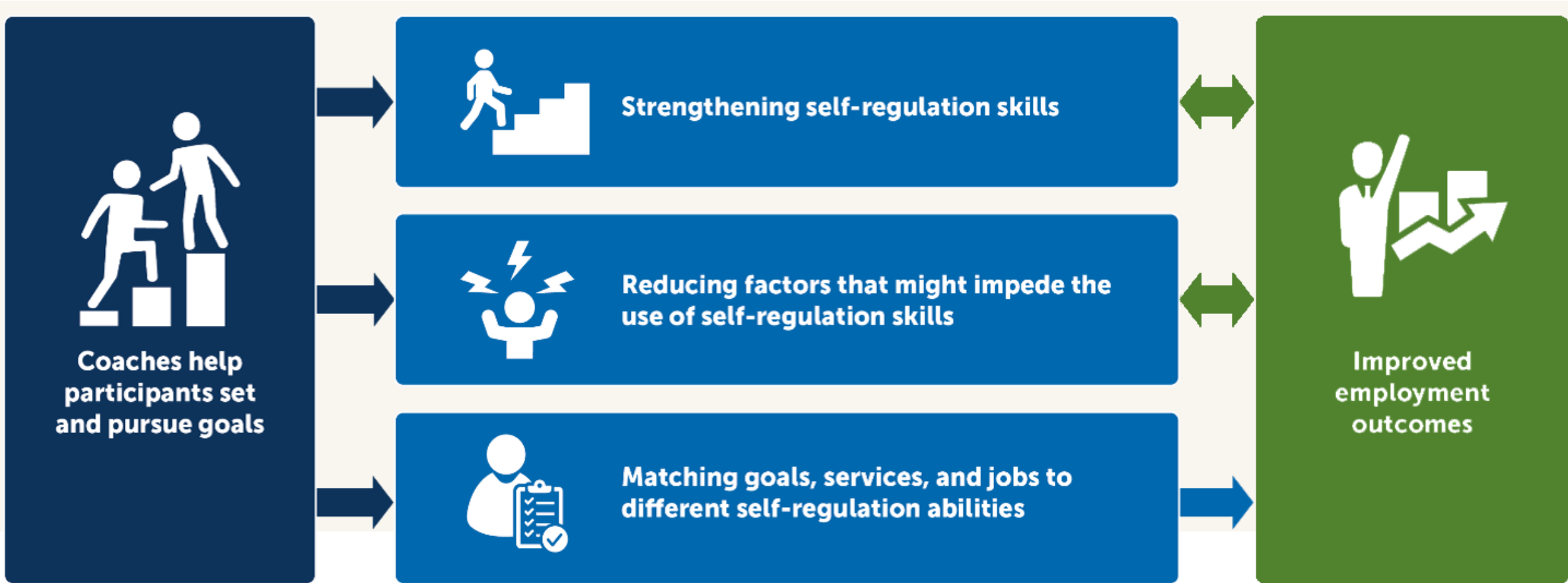
Coaches can help with self regulation

- **Setting personalized, meaningful goals**
- **Developing action plans to meet those goals**
- **Supporting, motivating, and providing feedback**

Coaching is fundamentally different from case management

Coaching	Case management
Client sets own short and long-term goals	Goals set by case manager
Client decides on actions to take with guidance from coach	Case manager directs client to take actions
Coach supports, motivates, and encourages	Case manager monitors compliance with program rules

Coaching may improve employment outcomes



OPRE is conducting an evaluation of employment coaching programs

- **Rigorous experimental evaluation**
- **Study participants are followed for nearly two years**
- **Examining how coaching affects self-regulation skills, employment, and well-being**
- **First findings from implementation study available in 2020; impact findings in 2021 and 2023**



Programs in evaluation differ in context and approach

- **Family Development and Self-sufficiency (FaDSS, IA)**
- **Goal4It! (Jefferson County, CO)**
- **LIFT (New York, Chicago, LA)**
- **MyGoals (Baltimore, MD and Houston, TX)**
- **Work Success (UT)**

Questions?

For more information

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