



Helping Families Thrive: Holistic Services for Stability and Resilience

Tribal TANF Learning & Action Series: Session 1 Summary

This companion product accompanies Session 1 of the Tribal TANF Learning & Action Series, *Programming to Build Strong Families and Promote Economic Independence*. You may review the recording and slides on the [Tribal TANF Learning & Action Series webpage](#). This companion product summarizes strategies and insights on ways Tribal TANF programs can provide holistic services that promote family stability and economic resilience.

WHY DO HOLISTIC TRIBAL TANF SERVICES MATTER FOR ECONOMIC AND FAMILY RESILIENCE?

Resilience is the ability to positively adapt despite experiences of significant adversity or trauma.¹ Providing services that meet families' varied needs may support families as they pursue their goals and strengthen resilience and stability. Families may thrive when Tribal Temporary Assistance for Needy Families (TANF) programs coordinate service delivery, implement culturally grounded approaches, and personalize supports to address participants' and families' immediate needs and longer-term goals. For Tribal TANF programs, a holistic approach supports three of TANF's statutory purposes: keeping children in their own homes, strengthening two-parent families, and promoting economic independence.

STRATEGIES FOR PROMOTING ECONOMIC AND FAMILY RESILIENCE IN TRIBAL TANF

Two Tribal TANF programs—Owens Valley Career Development Center (OVCDC) and Shingle Springs Tribal TANF Program (SSTTP)—shared their approaches to supporting families. They identified the following keys to success:

IDENTIFY AND ADDRESS BARRIERS THAT HINDER PROGRESS

Understanding the barriers facing Tribal TANF participants can help programs tailor services and supports. Presenters shared that common barriers faced by their Tribal TANF participants include limited employment history and readiness; access to reliable and safe transportation, childcare, and housing; and physical and behavioral health needs.

Identifying the unique barriers Tribal TANF participants face in accessing services can help programs better support individual participant success. Examples of specific supports include providing bus passes, childcare assistance, workforce support, on-the-job training, utility assistance, youth leadership activities, and literacy classes.

CONSIDER THE NEEDS OF THE ENTIRE FAMILY

Holistic support includes identifying the strengths and needs among all family members. Supporting families across their varied areas of need can set them up for long-term resilience and success. Areas of focused support may include employment, education, transportation and childcare, basic needs, parenting and family relationships, positive youth development, and cultural activities.

¹ Luthar, S. S., & Cicchetti, D. (2000). The construct of resilience: implications for interventions and social policies. *Development and psychopathology*, 12(4), 857–885. <https://doi.org/10.1017/s0954579400004156>



COORDINATE SERVICES ACROSS PROGRAMS

Presenters shared that silos between social programs can make it difficult for TANF-eligible families to access available services and remain enrolled in supportive programs. Presenters also shared that lack of coordination can increase administrative burden.

Successful coordination may include developing individualized family plans that address needs served by multiple programs; coordinating between employment, education, and prevention services; building and formalizing partnerships between programs and with other community organizations; tailoring supports to each family's strengths and goals; and fostering a visible presence within the community, including at family and cultural events.

CELEBRATE SUCCESSES BEYOND EMPLOYMENT

Meaningful outcomes can look different for each family. By celebrating different types of success, programs can help participants build confidence to pursue larger economic independence and family goals.

In addition to employment and educational goals, consider tracking youth engagement and education milestones, family stabilization, reduced need for crisis services, increased community participation, family stories and feedback over time, and other participant-defined priorities.

PROGRAM HIGHLIGHTS



Owens Valley Career Development Center (OVCDC)

OVCDC is an Intertribal Tribal TANF organization that serves 13 partner Tribes across 7 counties in central California.

In Session 1, OVCDC described their programmatic structure and approach to holistically supporting families they serve. Their approach to supporting economic and family resilience is organized around four service areas:

- **Economic stability:** Employment services, family support, and other supportive services.
- **Family stability:** Parenting education, reading and writing support, and prevention focus.
- **Youth development:** Leadership opportunities, educational activities, and healthy lifestyle support.
- **Cultural resilience:** Language integration, cultural activities, and community connection.

OVCDC organizes their services this way to reflect the holistic needs of their participants. OVCDC recognizes that family stability is dependent on all four areas.

This organization supports the integration of employment, prevention, education, and cultural programs. Based on each family's needs across these four areas, OVCDC tailors referrals, family planning, support, and integrated services. This holistic approach helps families and program staff define success together.



Shingle Springs Tribal TANF Program (SSTTP)

SSTTP is administered by the Shingle Springs Band of Miwok Indians in association with Kletsel Dehe Wintun Nation. The program is overseen by the TANF Board and the Shingle Springs Band of Miwok Indians Tribal Council, which has final approval authority over programmatic elements.

In Session 1, SSTTP outlined the structure of their programmatic departments and their relationships:

- **Employment:** Assists with meeting employment goals by supporting families in overcoming barriers to employment, building job readiness skills, and securing meaningful work.
- **Education:** Supports youth and adult relatives or family members who are pursuing educational goals, working toward high school completion, or advancing into post-secondary or vocational programs.
- **Prevention:** Provides comprehensive prevention-based services and culturally relevant activities and services that further support participants' connection to community and traditions.

Families work with a Family Advocate to complete their assessments and Family Wellness Plan, which identifies their unique goals, barriers, and needs. Based on the information gathered, the Family Advocate creates family referrals to SSTTP Employment, Education, and/or Prevention departments for additional assessment and support. This structure supports a streamlined and coordinated case management system for families.