



U.S. Department of Health and Human Services  
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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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# OFA PeerTA Network Webinar

The screenshot shows a web-based conference control interface. On the left, there are panels for 'Participants' (showing 'Web: 1 Hands Raised: 0' and 'Chairperson (Presenter)'), 'Audio Controls' (with 'Start My Audio Meeting' button and phone numbers), and 'Chat'. The main area contains a toolbar with icons for 'Start Meeting', 'Record Meeting', 'Share Desktop', 'Share Applications', 'Grant Control', 'Invite Others', 'Options', and 'Help'. Below the toolbar is a large white space for the presentation. At the bottom, there is a 'Chat' input area with a 'Send' button and a 'Select Chat Recipient' dropdown. A 'Markup Tools' section at the bottom right includes 'Previous', 'Next', and 'Full Screen' buttons, along with drawing tools like a highlighter, eraser, and lasso.

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## **OFA PeerTA Network Webinar**

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



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## OFA PeerTA Network Webinar

- **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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## OFA PeerTA Network Webinar

### Audience Poll #1

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

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



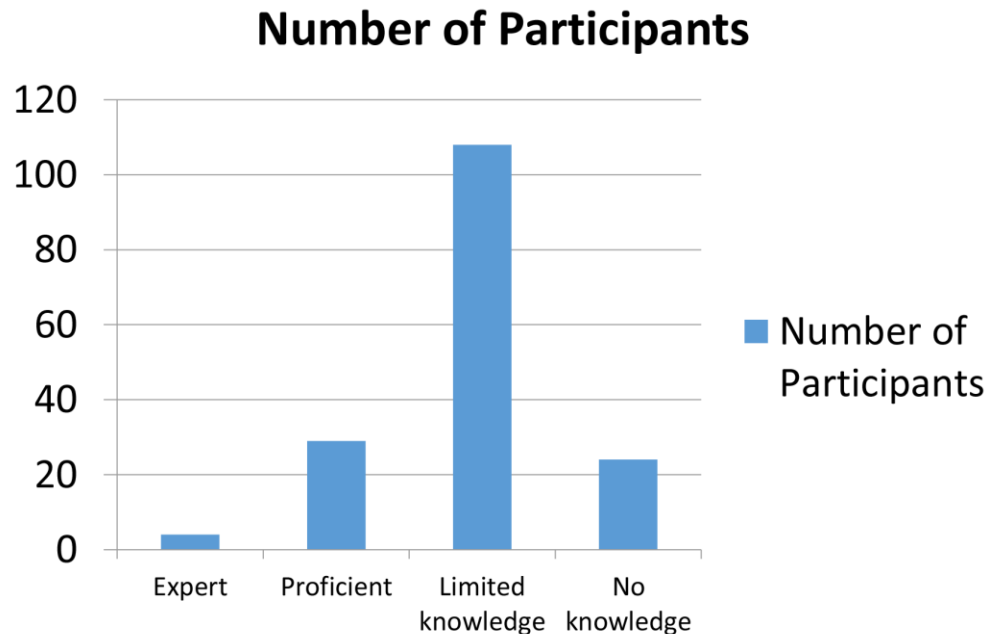
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## OFA PeerTA Network Webinar

### Audience Poll #1

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





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## OFA PeerTA Network Webinar

# Overview of Two-Generation Approaches and Their Applicability to TANF

Nisha Patel, OFA







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## OFA PeerTA Network Webinar

### 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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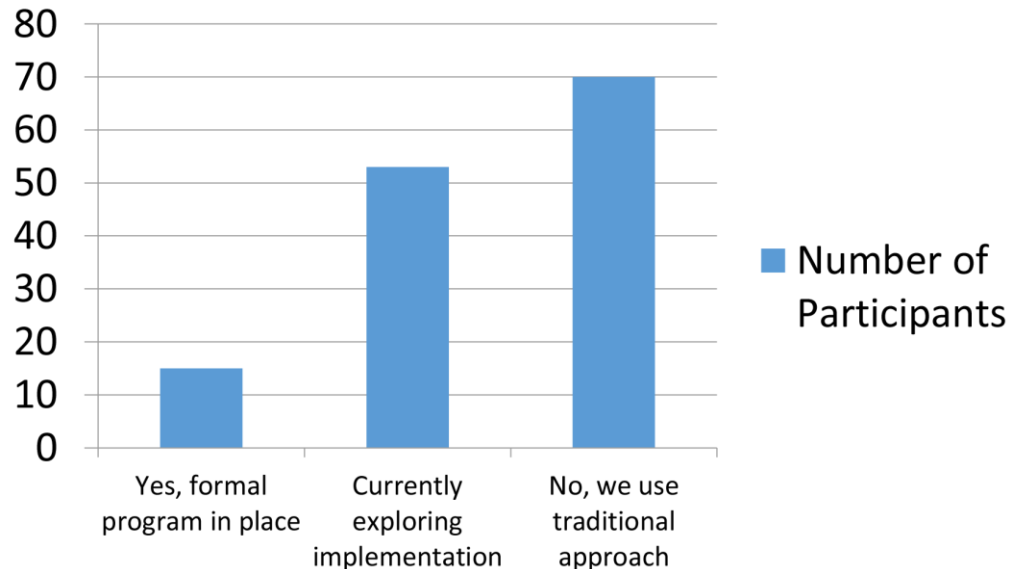


## OFA PeerTA Network Webinar

### Audience Poll #2

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

Number of Participants





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## **OFA PeerTA Network Webinar**

### **Advancing Two-Generation Approaches**

Shelley Waters Boots,  
Annie E. Casey Foundation



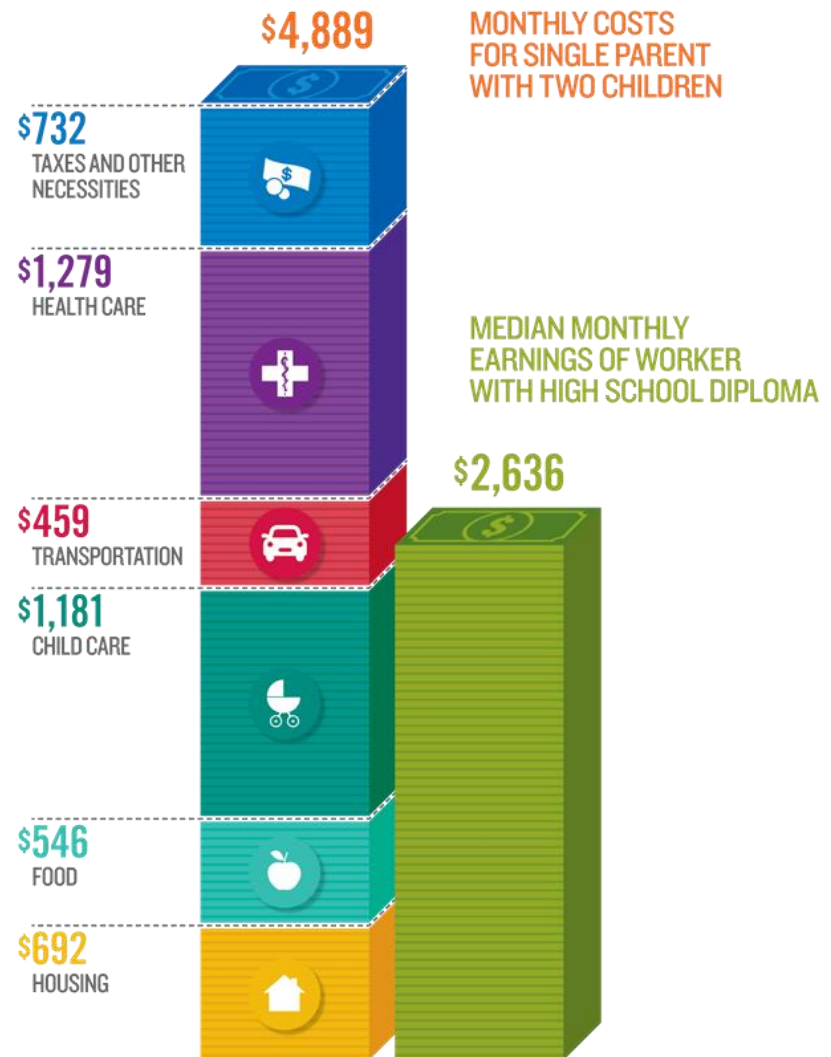
**creating  
opportunity  
for families:  
a two-  
generation  
approach**

## 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

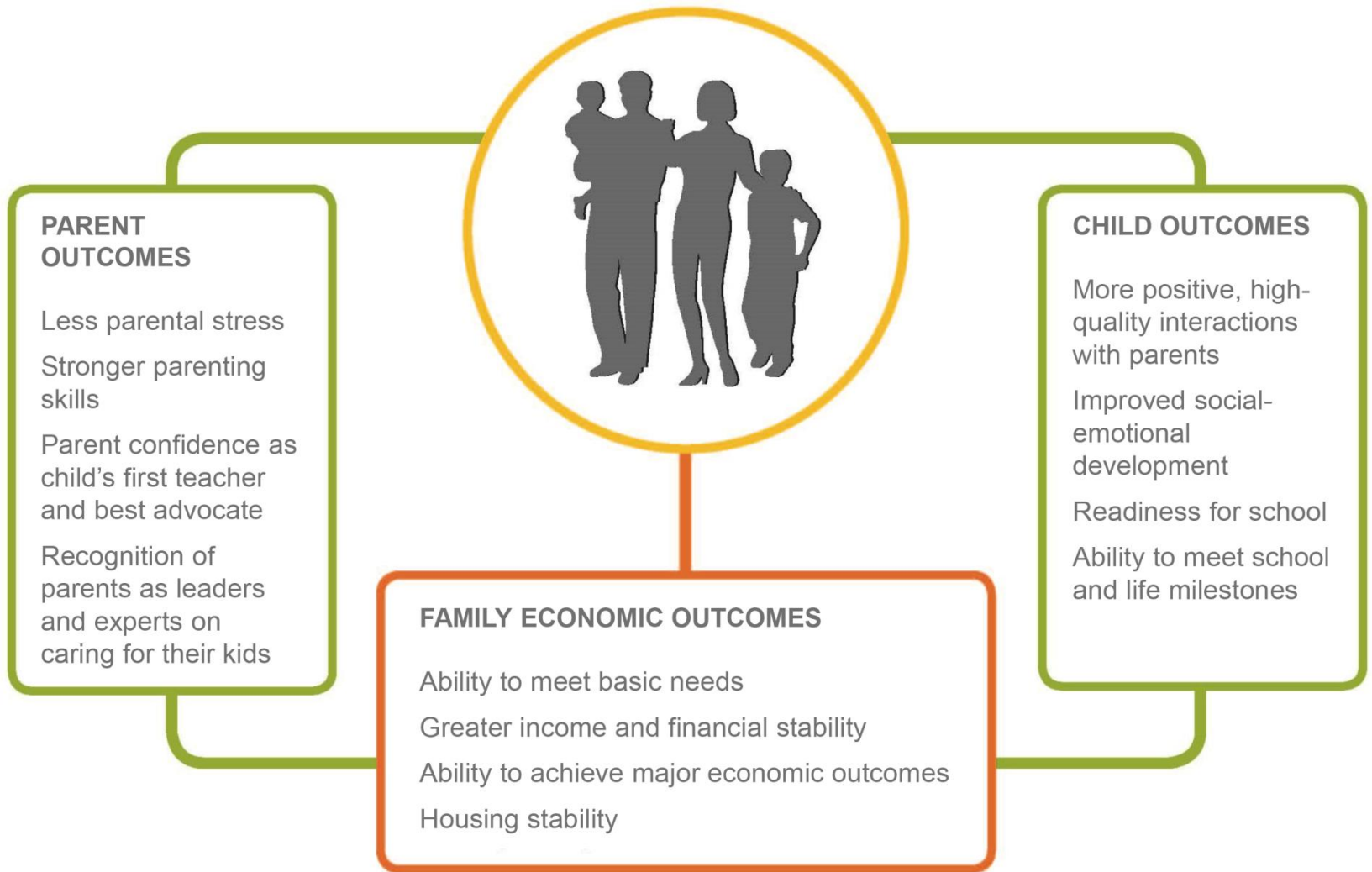


**45%** are single-parent families

**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

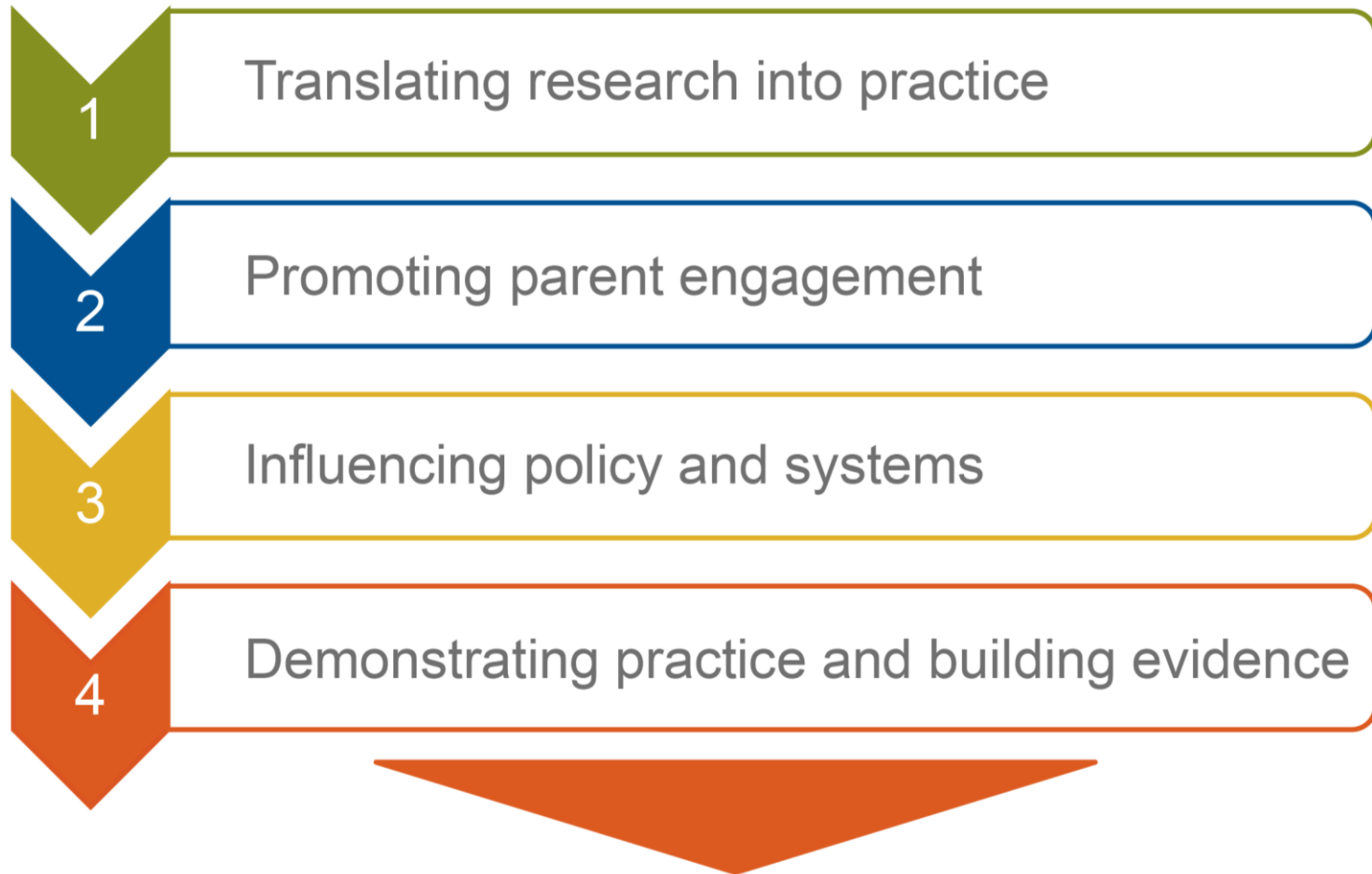
## Parent Involvement

- 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](http://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

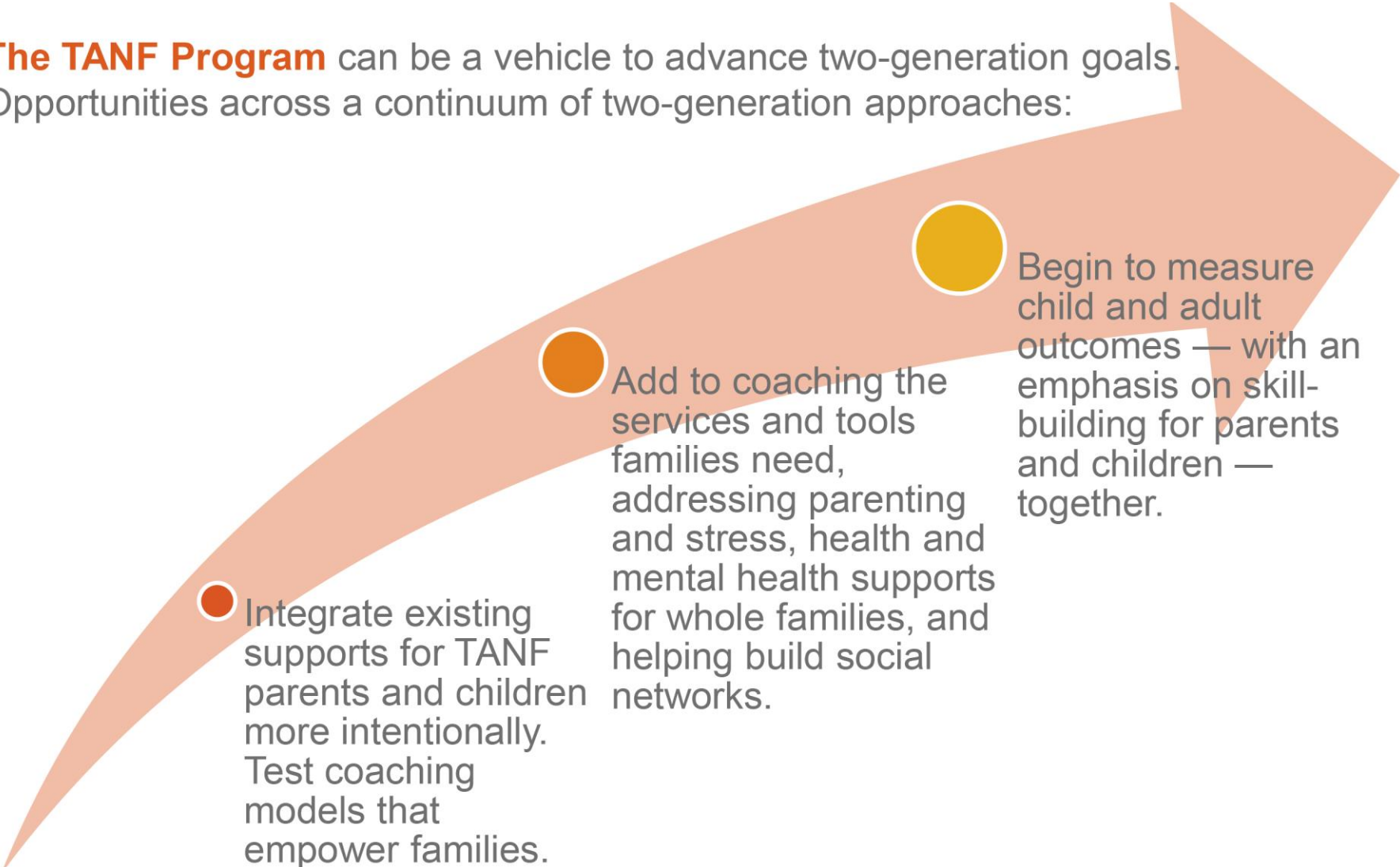
- Create prototypes that build on past successes – e.g., Building Nebraska Families
- Learn from new program models
  - Utah and CAP TULSA (more later)
  - Working Families Success Network – community college expansion in 19 community colleges
    - More information at [achievingthedream.org](http://achievingthedream.org) 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:

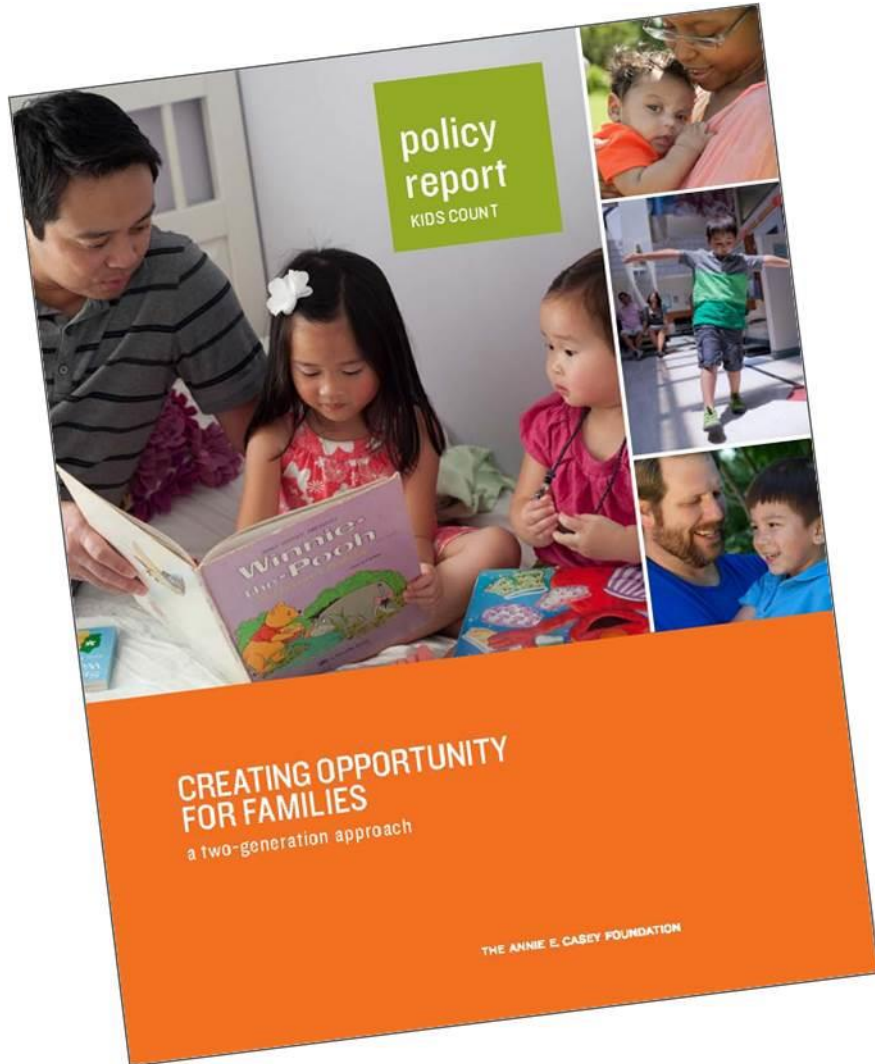


Integrate existing supports for TANF parents and children more intentionally. Test coaching models that empower families.

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



Shelley Waters Boots  
Senior Consultant  
The Annie E. Casey Foundation  
[shelley@watersboots.com](mailto:shelley@watersboots.com)

Report and additional resources:  
[www.aecf.org](http://www.aecf.org)

# The Annie E. Casey Foundation



THE ANNIE E. CASEY FOUNDATION

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

[www.aecf.org](http://www.aecf.org)



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## **OFA PeerTA Network Webinar**

# **CAP-Tulsa's Two-Generation Approach**

Kaylene Keener, CAP-Tulsa

# Two-Generation Approach - Breaking the Cycle of Poverty

**Career***Advance*<sup>®</sup>

**May 26, 2015**





# **CareerAdvance<sup>®</sup>**

## **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
<b>WHO</b>	Beginning and intermediate level English Language Learners	6 <sup>th</sup> – 8 <sup>th</sup> grade skill level, ready to improve skills to move onto college-level courses (Contextualized Bridge Levels I&II)	9 <sup>th</sup> – 12 <sup>th</sup> 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
<b>WHAT</b>	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
<b>WHERE</b>	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

# **CareerAdvance<sup>®</sup>**

## **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*<sup>®</sup> 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](mailto:kkeener@captulsa.org)

(918) 382-3293

Evaluations and reports available at:

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

“This document was supported by Grant 90FX00100 from the Administration for Children and Families, U.S. Department of Health & Human Services (HHS). Its contents are solely the responsibility of the authors and do not necessarily represent the official views of HHS.”





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## **OFA PeerTA Network Webinar**

# **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

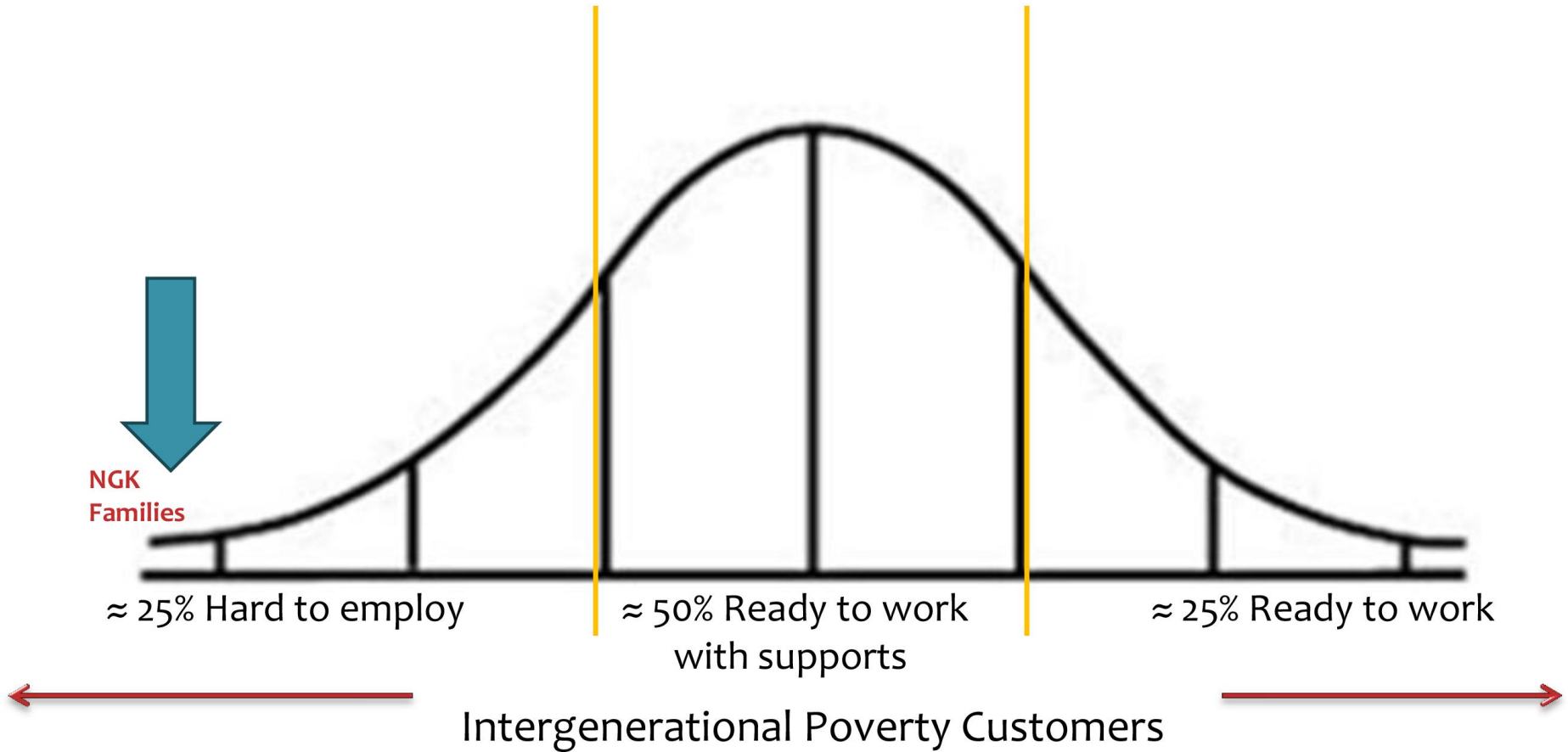
State  
Superintendent  
Of Education

Department  
of Human  
Services

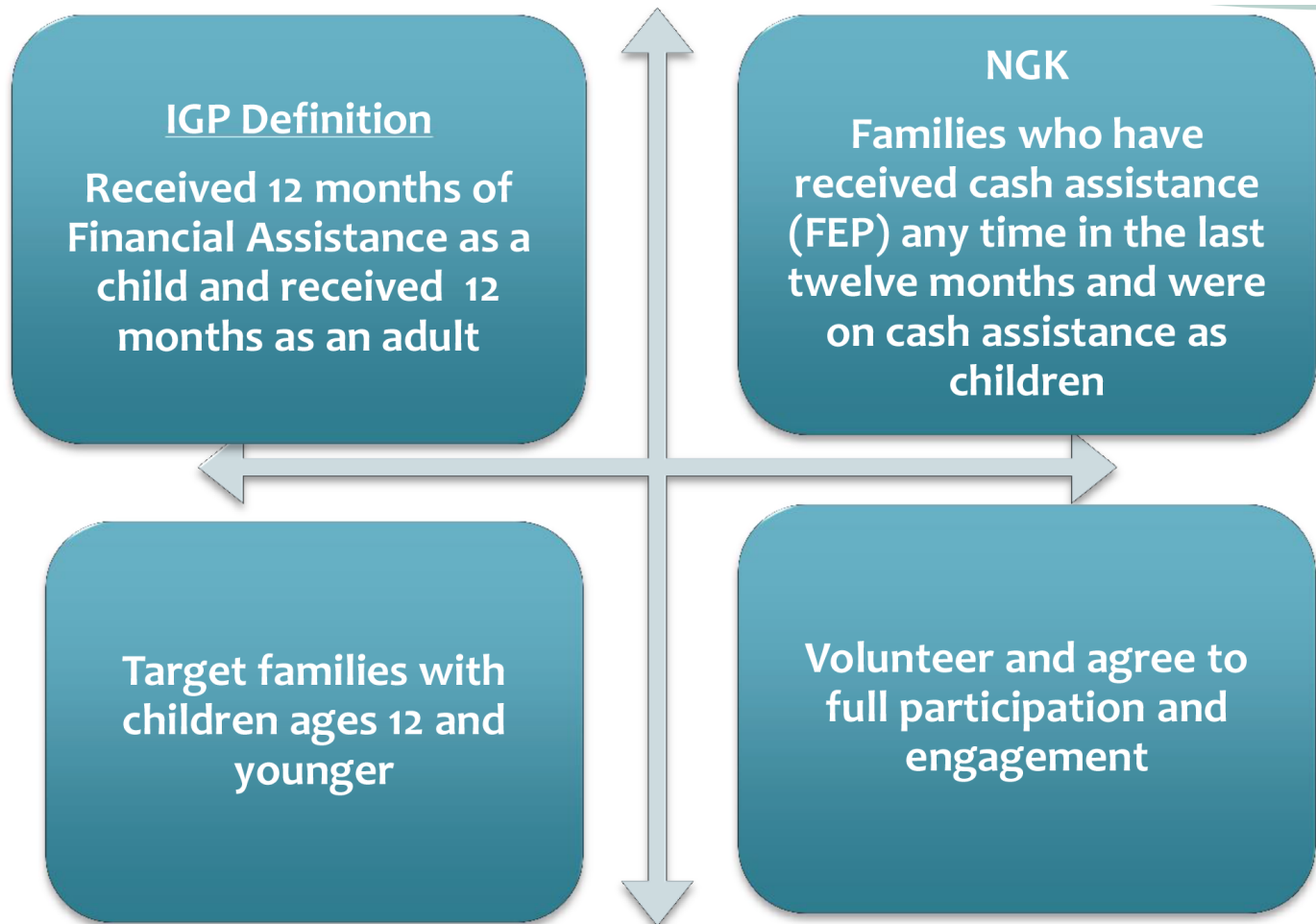
***Research and Data***  
***Two-Generation Approach to our Family***  
***Employment Program***  
***(Utah's TANF Cash Assistance)***

- \* 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

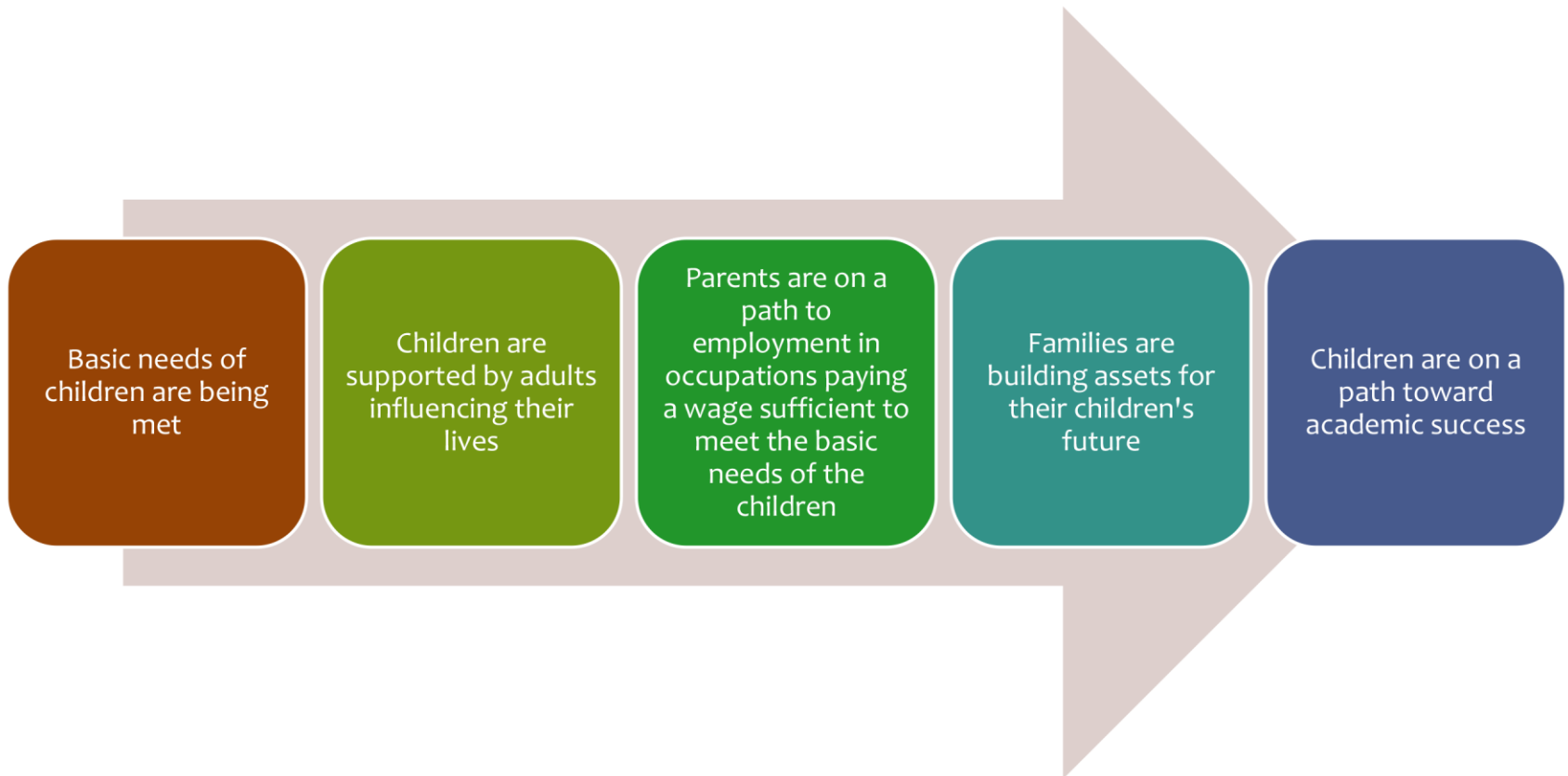
Small caseloads and intensive case management

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.

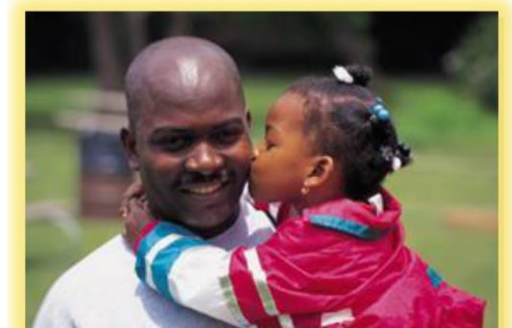
Extensive and ongoing training of staff is critical.

Working with families and community partners takes time.



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

*Tony Fahkry*





# Contact

***Karla Aguirre, Director  
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Utah Department of Workforce Services***  
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NGK Project Manager***  
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***(801) 386-1839***



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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



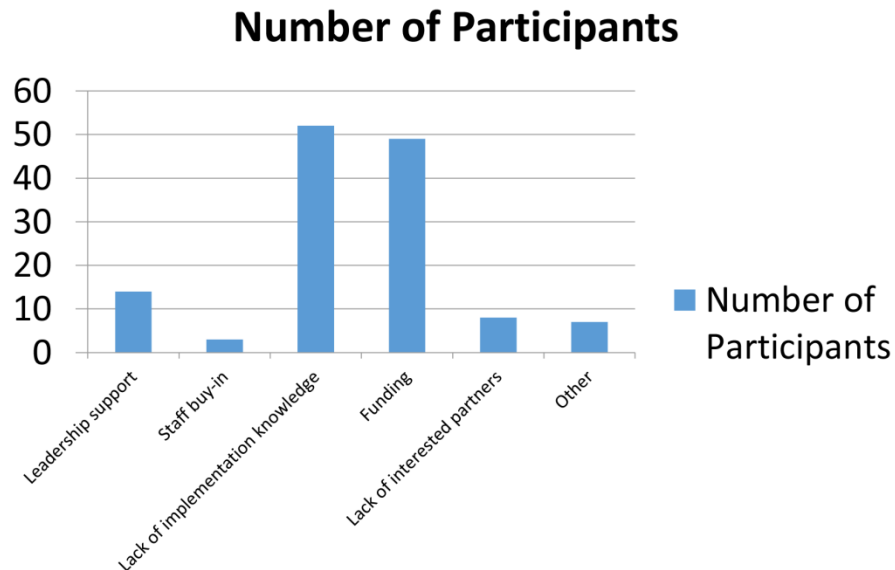
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## OFA PeerTA Network Webinar

### 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



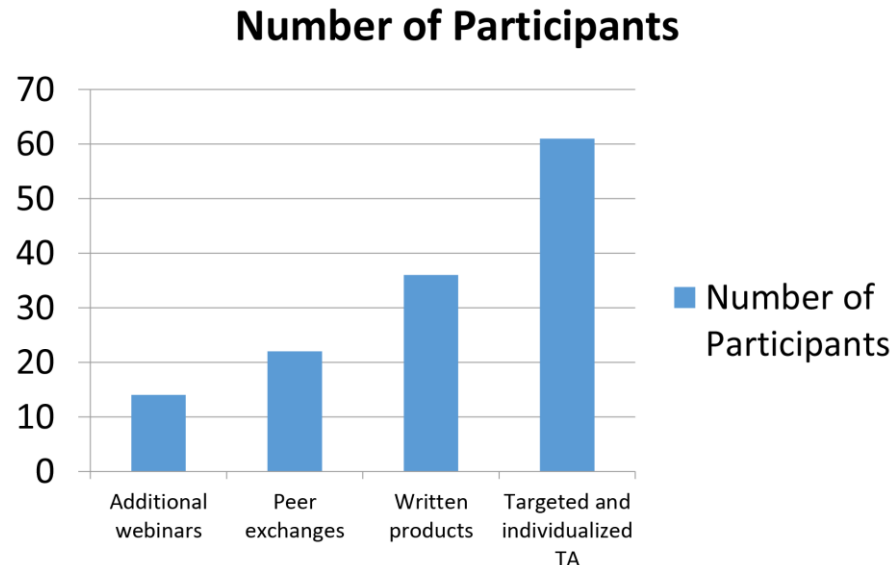
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## **OFA PeerTA Network Webinar**

### **Facilitated Q&A**

Lisa Washington-Thomas, OFA



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**THANK YOU for attending the webinar!**

A transcript and audio recording will be available shortly on the PeerTA Network website at <http://www.peerta.acf.hhs.gov/>.

We'd like to hear from you regarding future webinar topics. Please submit your ideas by e-mail to [peerta@icfi.com](mailto:peerta@icfi.com).

Please help us to expand our network and reach a greater number of people by directing interested colleagues from your local and state networks and agencies to <http://peerta.acf.hhs.gov>.

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