HPOG Roundtable:
Two-gen Approach to Improving Family Economic Security and Well-Being
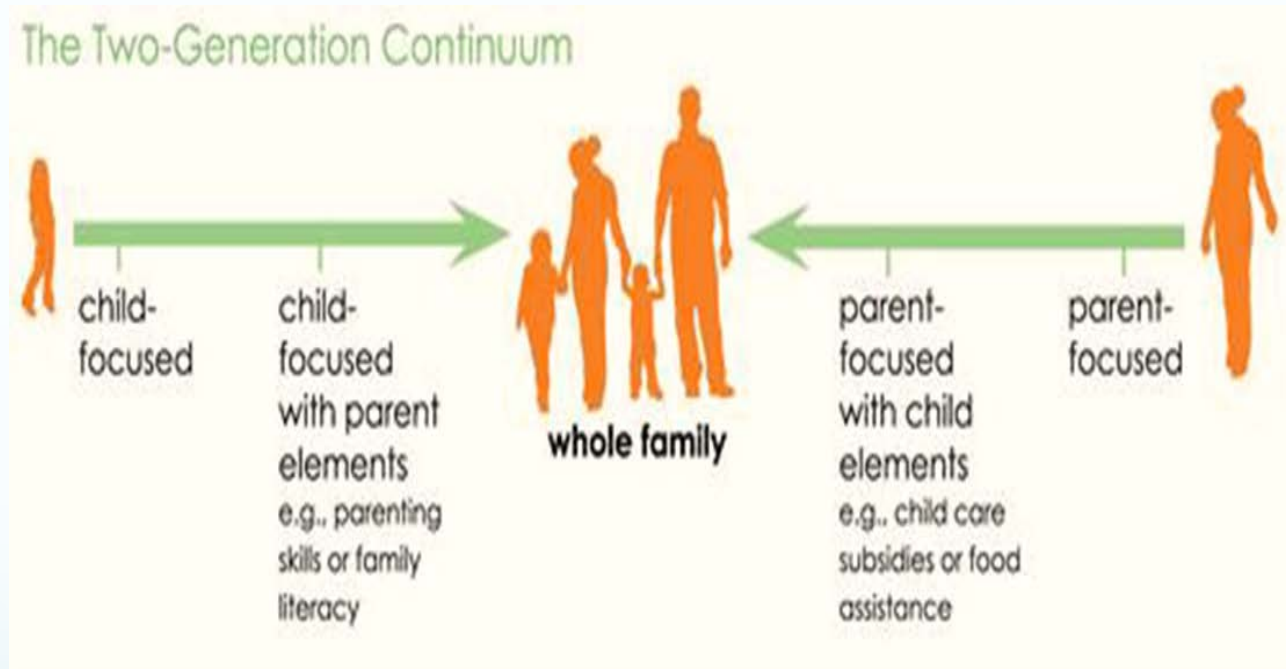
Denver

April 12, 2016

Who's in the Room?

- Introductions

- What exposure have you had to two-gen?
  - Webinars, plenaries or breakouts at other conferences, we do two-gen in our HPOG program
  - On a scale of 1 to 10, rate your current familiarity with the two-gen concept

Why Use a Two-generation perspective?

- Funding streams and programs typically address the needs of parents and children separately

- Workforce programs often treat children as a barrier to connecting a parent to a job

- Child Care staff may be unaware of the efforts a parent is putting into training or employment

- Two-gen approach recognizes parents and kids succeed when they are both getting what they need

The Two-Generation Approach

The Two-Generation Continuum

child-focused

child-focused with parent elements
e.g., parenting skills or family literacy

whole family

parent-focused with child elements
e.g., child care subsidies or food assistance

parent-focused

The Goal: Better Outcomes for Families

PARENT OUTCOMES
- Less parental stress
- Stronger parenting skills
- Parent confidence as child's first teacher

CHILD OUTCOMES
- Child is ready for school
- Improved social and emotional development
- More positive high-quality interactions with parents

FAMILY OUTCOMES
- Increased family income and financial security
- Ability to meet basic needs
- A stable and secure environment

WHY TWO GENERATION APPROACHES MATTER For Children

- Poverty and stress have an impact on the developing brains of very young children

- A parent's (especially mother's) educational attainment is a strong predictor of the child's educational attainment

- Children who grow up persistently poor are more likely to be poor as young adults

- Young children cannot be their sole change agents – they live within a family

WHY TWO GENERATION APPROACHES MATTER For Parents

- Concentrating on school or work can be stressful if the parent is worried about where the child is and whether she is safe

- New brain science is revealing that the birth of the child changes a parent's brain architecture – creating a window of opportunity

- Anecdotal evidence suggests parents are motivated to do better themselves when they see their child progressing in education

A Brief Historical Interlude

- 1965 – launch of Head Start

- Early 1990s – Foundation for Child Development coined the phrase "two generation" and produced *Two Generation Programs for Families in Poverty: A New Intervention Strategy*
  - Idea was to embed adult basic education, GED, job attainment in early childhood programs, but most programs focused on parenting, literacy, and access to public benefits
  - Other programs focused on life skills and moving off welfare, with connections to childcare
  - Programs were not intensive, widely implemented, or necessarily of good quality, results were not strong, and attention faded
- By 'welfare reform" (1996) focus on "work first" approaches eclipsed two-gen
- Philanthropists catalyzed new interest in mid-to-late 2000's
  - Bill & Melinda Gates, Annie E. Casey Foundation, W.K. Kellogg Foundation, Aspen Institute

Chase-Lansdale, P.L., and J. Brooks-Gunn, "Two-Generation Programs in the Twenty-First Century," *The Future of Children,* 24:1 (Spring) 2014.

Growing Federal Momentum for Two-Gen

- Rural IMPACT Demonstration
- $25M DOL Strengthening Working Families Initiative
- President's FY 17 Budget
  - $100M for TANF two-gen demonstrations
  - $20M in USDA two-gen rural child poverty demonstrations
  - $16M early childhood-parent involvement model in Bureau of Indian Education schools
- Systems to Family Stability National Policy Academy

BUDGET
OF THE U.S. GOVERNMENT

FISCAL YEAR 2017
OFFICE OF MANAGEMENT AND BUDGET
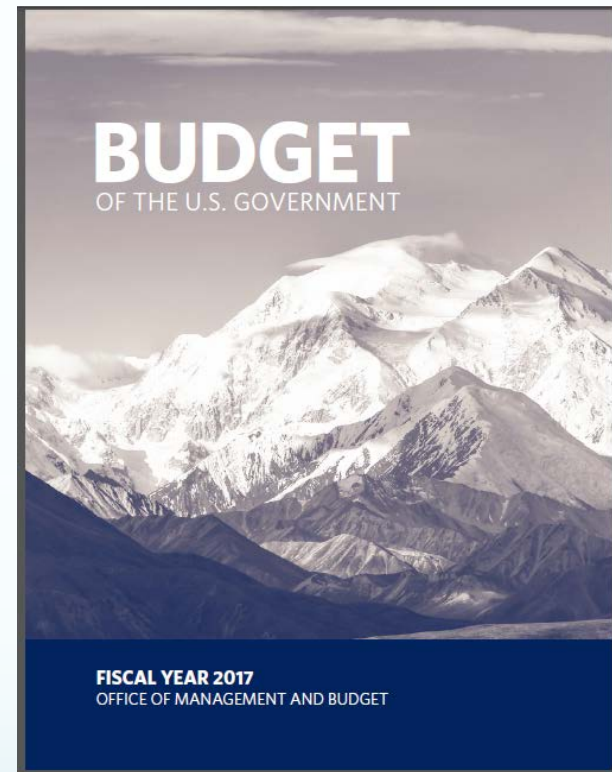
Growing Momentum in States

- Connecticut – 6 two-gen pilot communities
  - Parents get access to job-driven workforce development services
  - Children get access to quality early childhood development and K-3
  - Strong parental involvement and peer support strategies, including as participants in the two-gen planning and design process

- Utah – Next Generation Kids focuses on current TANF recipients who also received cash assistance as a child; brings education and employment services for parents together with education and development opportunities for their children

- Washington – developed a public-private partnership to bring evidence-based home visiting programs to TANF recipients who are pregnant or have an infant, to improve parent-child relationship

Growing Momentum Among Funders

- Annie E. Casey – Family Economic Stability – Early Childhood

  - Four sites, three years, two-gen

- Annie E. Casey – Family-Centered Community Change

  - Two Promise Neighborhoods and a neighborhood collaborative

- W.K. Kellogg – Supporting Transitions to Employment for Parents

  - Seven sites focused on aligning child education to workforce development programs

- Buffett Early Childhood Fund - Educare

  - Peer learning community of four Educare sites doing two-gen

Whether at systems or program level, the two-gen approach brings partners together

Looking at your HPOG Program with a two-gen perspective

- Remember that most HPOG participants are parents

- Understand that ongoing stress in a family is harmful to both children and parents and interferes with achievement for both

- Parents are role models to their children and can be a motivating factor in their own participation and achievement

- Clients are more likely to persist within training and employment if their children are also doing well

What can you do?

- Build awareness and engage stakeholders
- Make connections to local and state resources (health, mental health, family support programs)
- Identify high quality and flexible childcare to enable parents to participate fully in HPOG (Head Start, school-based pre-k)
- Integrate a few parent and child activities into existing program– stress reduction (mindfulness), shared reading, parenting tips
- Support social networks (cohorts, leadership opportunities, family mentors)

Example: Build awareness and educate stakeholders

- Staff training on two-generation perspective

- Review assessments and procedures to examine child related language

- Educate organization executive leadership, Board members and partners

- Bring staff together with early care and education and family support staff as a way to understand "family" perspective

Example: Connecting to state resources -- PA

- State support for child care subsidies
  - PA Child Care Association – information & advocacy
  - Child Care Works -- subsidies

- The Office of Child Development and Early Learning (OCDEL) for info on family support programs

- Use "Keystone STARS" to provide a tool to gauge the quality of early learning programs

- State 529 program (children with savings in their own names more likely to go to college)

Example Parent-Child Activities

Teach client a few simple mindfulness strategies they can use with their children and for themselves

- Use a glitter wand: Shake it up and then just watch it fall

- Ring a bell: Listen until the sound fades completely away.

- Older children and their parents can pay attention to their breath

Example: Parent-Child Activities
CAP Tulsa's Teachable Moments Tips

- Sensory Learning! Babies learn by using their senses! There are many ways that you can help your baby learn and develop their thinking skills by providing sensory rich experiences at home.

- Get Moving! It is important to start healthy habits early and to encourage physical activity daily. One of the easiest ways to keep your little one active is by making play time, active time! Limit screen time at home and encourage games and activities that you can engage in with your toddler…

http://captulsa.org/teachable-moments/

Example: Social Networks
Cohort Enrollment at CAP Tulsa

- Nursing classes are created just for CAP Tulsa Head Start parents

- The cohort also meets weekly in "Peer Partner meetings" to build peer support, reflect on their progress, and receive employment-related skills training

- Each cohort has a Career Coach

Contact information:

Monica Barczak
Administration for Children and Families

Monica.barczak@acf.hhs.gov

Table Discussion (10 minutes)

STEP ONE:

Individually reflect on the following questions (use index cards to jot down thoughts)

- What is exciting or appealing about the two-gen approach?

- What might be challenging about making it happen?

STEP TWO:

Discuss as a group

Opening Group Brainstorm
(10 minutes)

- Why would an HPOG program want to take on two-gen right now?
  - We will capture ideas on the flip charts

Team Assessment – Step 1
(10 minutes)

- Who are our likely partners?
  - Generate a list of your potential two-gen partners
  - Think BROADLY!
  - What would we be trying to achieve with our families, and who in our community does that?

- Teams brainstorm for a few minutes

- Then we'll collect on the flip charts

Break!

Team Assessment – Step 2 (15 minutes)

What do we already know about our parents and children?

As a team, complete the assessment matrix on what your partnership collects about children and families.

- For items that you do collect, how do you collect it & how do you use the information?

- For items that you do not currently collect, discuss whether it might be helpful and how you could collect it.

Where do we start? (15 minutes)

- Here's a sample program flow…

Two-Gen Design (30 minutes)

- **What could a two-gen strategy or customer flow look like?**

- On flipchart paper, make any adjustments to the sample program flow or draw your own

- Identify the primary challenge(s) you are trying solve with a two-gen perspective

- Review the list of two-gen activities and partnerships and consider:
  - Which ones are a good fit for us?
  - Would we do them in-house or through working with partners?

- USING POST-IT NOTES, ADD TWO-GEN ACTIVITIES AND PARTNERSHIPS TO THE PROGRAM FLOW

Materials: Sample Program Flow; List of two-gen activities and partnerships, Post-it notes, Markers

Two-Gen Design (15 minutes)

- Two brave groups are asked to describe their design

Wrap-Up

- Team Time (15 minutes)
  - At your table, discuss 5 things you want to remember and take back home
  - As a team write down on index cards the 3-5 things you want to take back home

- Group Time (10 minutes)
  - Share one word that reflects today's session for you