



**creating
opportunity for
families using
HPOG: a
two-generation
Approach**

TWO-GENERATION HISTORY AND FRAMING

- Not a new issue— been around since settlement houses, at least.
- Goes by other names
- Need to learn lessons from what worked before, and what didn't.
 - Needs both top down and bottom up focus
 - Needs to be driven by families needs not systems agreeing to align.
 - Needs alignment of high quality services/systems
 - lower quality alignment won't change outcomes.

DEFINING TWO-GENERATION

- Many emphasize different aspects of what needs aligning, but largely the components overlap
- It is an **approach** not necessarily **a model** or initiative (but some are testing and trying to figure out program models)
- It is not asking a system or program to do it all
- It is putting the burden of alignment and coordination off of parents and onto programs, systems and policies
- Integrating services is what makes two gen different.
- Quality of services is important. Integrating mediocre services will not have the same impact

SYSTEMS DON'T SERVE FAMILIES

Many federal, state and local programs operate in isolation



- Adult programs treat children as barriers to employment
- Child programs often do not help parents who are struggling with day-to-day stress of providing for their family

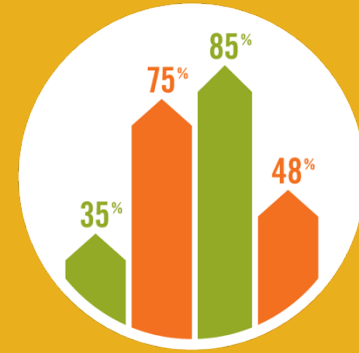
DEFINING TWO-GENERATION: STRENGTHENING THE WHOLE FAMILY



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.

DEFINING TWO-GENERATION: STRENGTHENING THE WHOLE FAMILY

Identifying platforms— **like schools and workforce development programs, community colleges, TANF offices, and community based organizations** that offer opportunities to create partnerships that address in the needs of parents and children together.



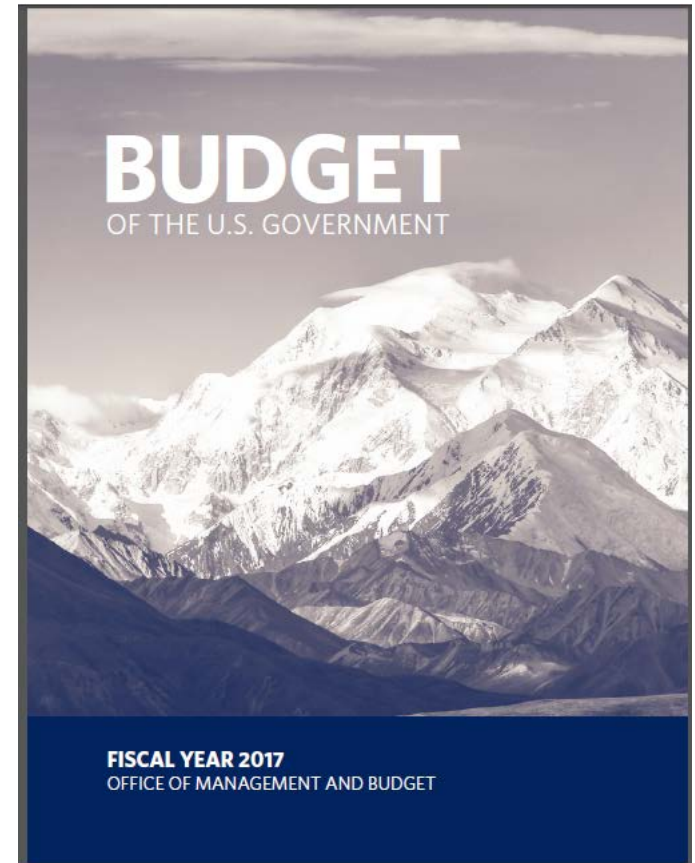
MOMENTUM: BUILDING NEBRASKA FAMILIES

- Building Nebraska Families study, worked with rural welfare families (2002 and 2005). In addition to TANF cash assistance, the project provided:
 - home visiting services, strong curriculum on personal improvement, which included goal-setting, problem-solving, and communication skills, family life skills, child development, parenting skills, and family management.
 - Randomized trial showed impacts for all the participating families, and significant effects for hard-to-employ:
 - In the last six months of the 30-month follow-up, hard-to-employ TANF parents earned 56% more than the control group.



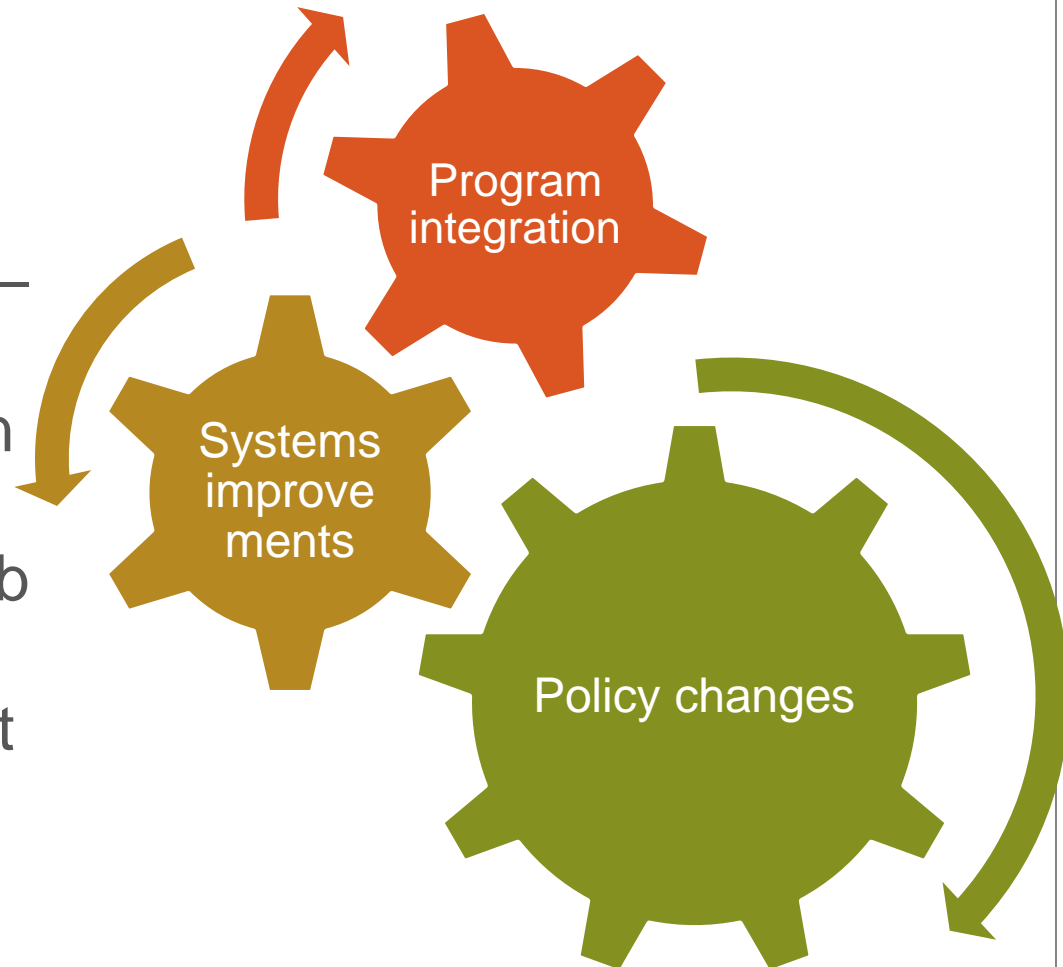
POLICY MOMENTUM ON USING A TWO-GENERATION APPROACH

- Federal interest
 - Bipartisan TANF bill introduced in Congress calls for two-gen demonstration
 - President's FY 2017 budget proposes TANF two-generation demonstration
- State interest
 - CO, CT, UT, new NGA and CLASP two-gen policy initiative



MOMENTUM: CONNECTICUT DEMONSTRATION

- GOAL: A two-generational school readiness and workforce development pilot program—working to foster family economic self-sufficiency in low-income families by delivering academic and job readiness support services across generations, (parent and child or caregiver), concurrently.



MOMENTUM: UTAH TANF DEMONSTRATION

- The NEXT GENERATION KIDS pilot will focus on the entire family by assisting parents with employment and intensive services that benefit the whole family.
- The pilot project will work in a community with high intergenerational poverty—targeting families with children 12 years old and on TANF in the last year.
- Individualized services will be offered to parents and children to eliminate barriers to work and health care and also address other facets of self-sufficiency.



PROGRAMMATIC MOMENTUM: USING A TWO-GENERATION APPROACH

- FES-EC Initiative (Annie E. Casey Foundation)
 - Combining Head Start programs with strong family economic success and parent involvement
 - CAP Tulsa is one of the 4 sites (Atlanta Educare/Center for Working Families Initiative, Educational Alliance in NYC, Garrett County Community Action).
 - Tulsa using HPOG grant as part of their Career Advance two-generation effort.

CareerAdvance® Two-Generation Approach at CAP Tulsa

- A two-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

WHAT does Two-Gen look like to a CAP Tulsa family?

- Two-gen message infused in marketing & recruiting materials:
 - Children enter school prepared for success.
 - Families create a nurturing & secure environment for their children.
 - Families are connected to one another.
- Two-gen message at intake & enrollment
- Two-gen message in Family Handbook
- Specific Two-gen programs discussed during Family Success Plan conversations

A Two-Gen CAP Family



This mom started in *CareerAdvance*® nursing track when she had a 3-year old and a 4-year old enrolled at the Disney Early Childhood Education Center.

Her classes and her children's classes were scheduled for the same time.

She had a CAP Tulsa Career Coach and her Head Start Family Support Specialist. Her community college instructors received training in the *CareerAdvance*® model.

CareerAdvance® Expected 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® 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

Two-Generation focus at Partner Meetings

- *CareerAdvance*® partner meetings build peers support, soft skills, and strategies for being student-parents.
- Learning Games to talk about teachable moments and making the most of busy schedules.
- Mindfulness techniques help parents manage stress and model self-regulation.



CareerAdvance® 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

CareerAdvance® Early Research Findings

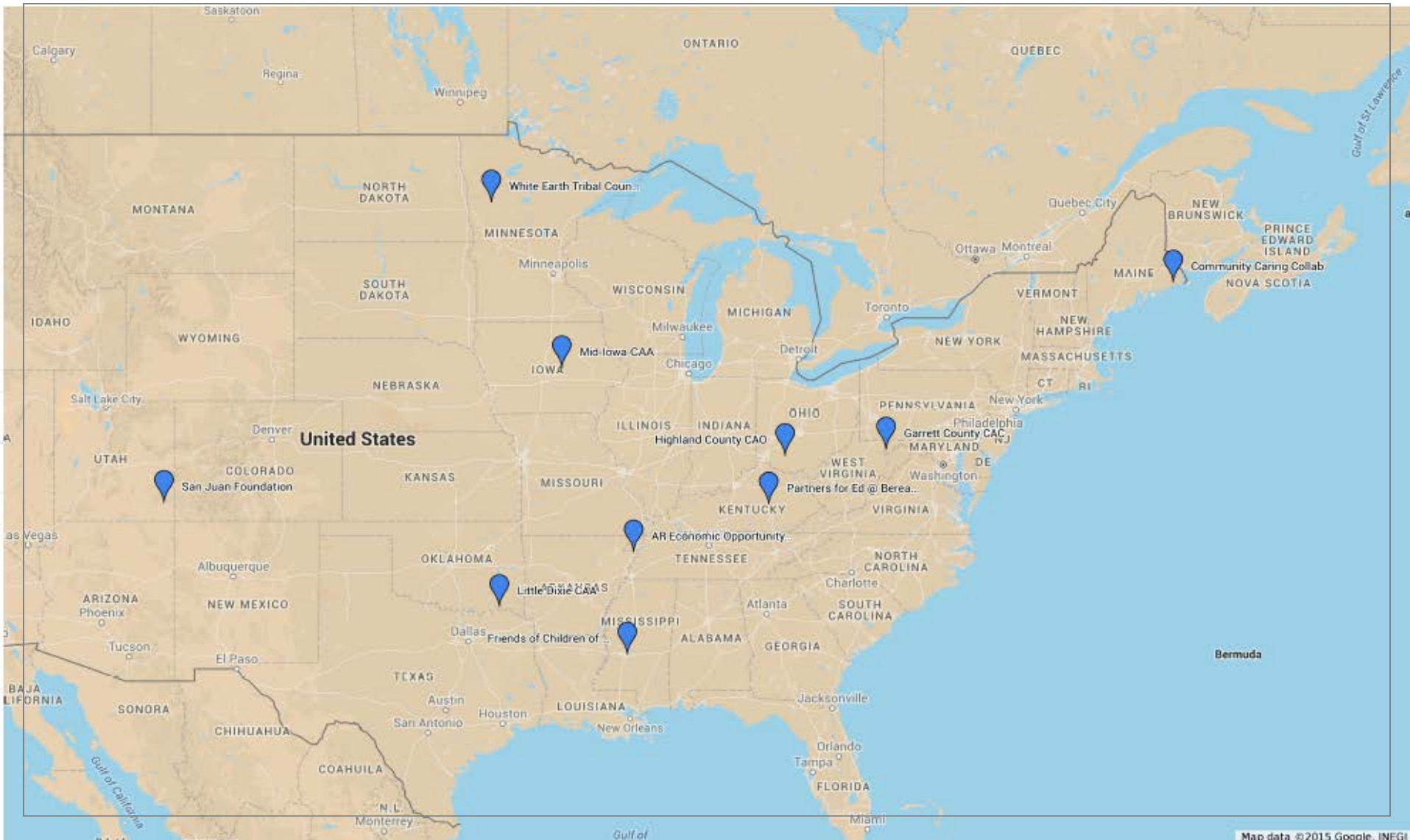
CAP Family Life Study – Year 4 Report

- 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

Programmatic Momentum: Rural IMPACT

- Part of White House Council of Rural Affairs
- 10 Rural or Tribal sites working to develop two-generation approaches
 - GOAL is : to reduce child poverty in rural and tribal areas by improving the well-being of children, parents and families
 - THROUGH:
 - A two-generation approach that will address the needs of both vulnerable children and their parents together.
- Identify areas of federal policy to help accelerate two-generation work in these communities

Rural IMPACT Sites



PROGRAMMATIC MOMENTUM: USING A TWO-GENERATION APPROACH

- Supporting Transitions to Employment for Parents (STEPS) (Kellogg Foundation) project connecting workforce development organizations with early childhood organizations



1. **Albany Community Action Partnership**
Albany, New York
2. **Brighton Center Inc.**
Newport, Kentucky
3. **Family and Workforce Centers of America**
St. Louis
4. **Goodwill Industries of Central Michigan's Heartland**
Battle Creek, Michigan
5. **Goodwill of the Olympics and Rainier Region**
Tacoma, Washington
6. **Jane Addams Resource Corporation**
Chicago
7. **United Way of Greater Cincinnati**
Cincinnati

PROGRAMMATIC INNOVATION: USING A TWO-GENERATION APPROACH

- Follow the evidence and integrate new science into two-generation efforts
 - Integrate coaching practices and goal setting
 - Focus on skill building
 - Learn from executive function prototypes
 - Pay attention to health, mental health and substance abuse



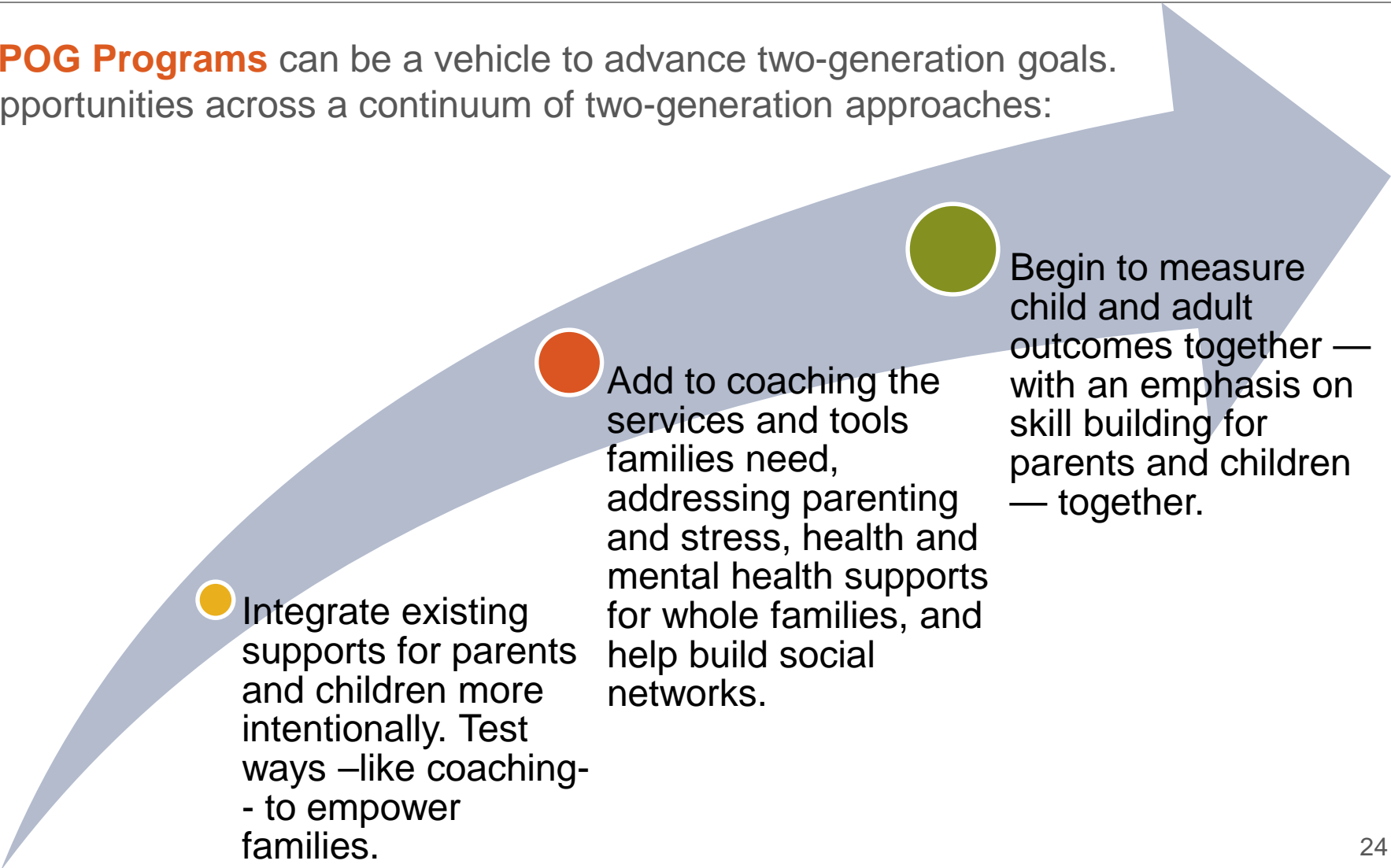
JEREMIAH PROGRAM

**The New Haven
MOMS Partnership**



MOMENTUM : USING A TWO-GENERATION

HPOG Programs can be a vehicle to advance two-generation goals. Opportunities across a continuum of two-generation approaches:



Integrate existing supports for parents and children more intentionally. Test ways –like coaching- - to empower families.

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

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

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THE ANNIE E. CASEY FOUNDATION

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