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Office of Early Childhood  
Department of Human Services



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Center for Health  
& Environmental Data  
Department of Public Health & Environment

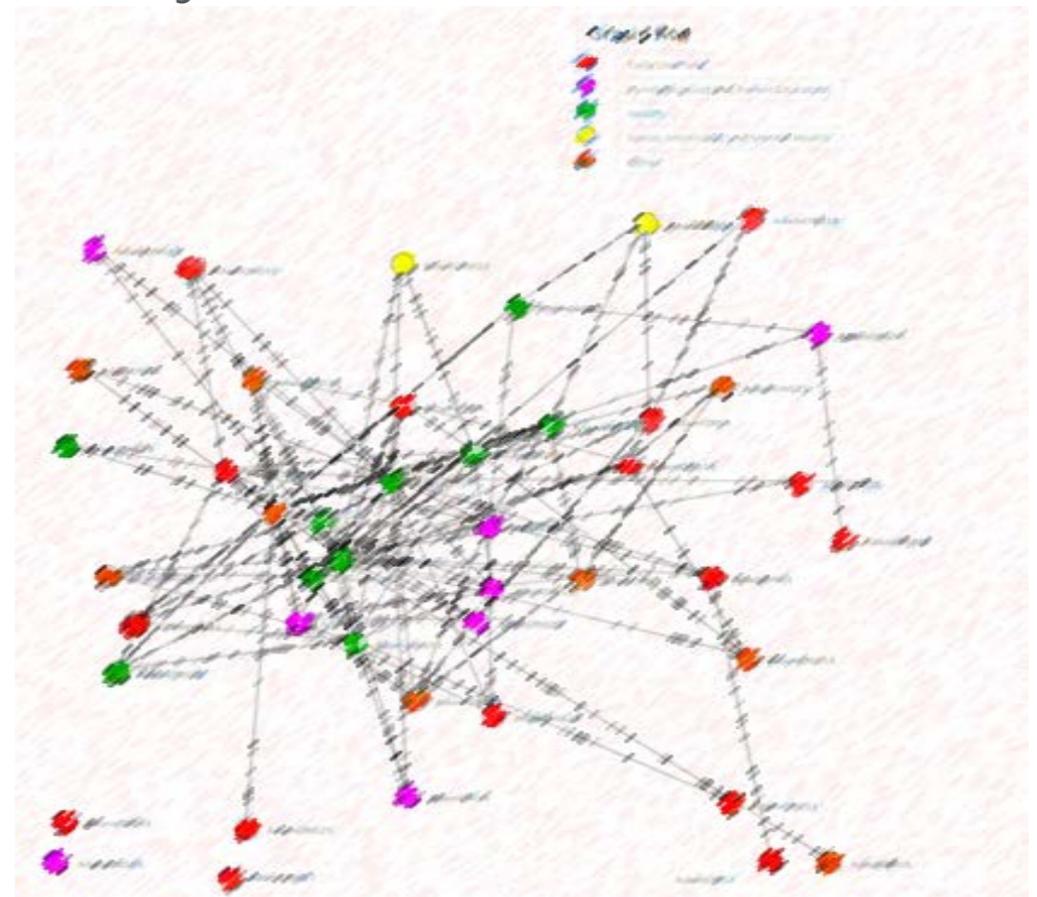
# *Fighting Inertia: Important Takeaways from a Two Generation Pilot Program*



# Disclaimer

This presentation, MIECHV services and evaluation were supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant numbers UH4MC30469-01-00 in the amount of \$949,664 for the period 12/1/2016-11/30/2018. These grants were issued as part of the Affordable Care Act—Maternal, Infant, Early Childhood Home Visiting Program. Zero percent was financed with nongovernmental sources.

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# Overview

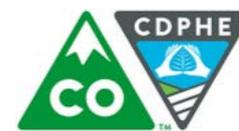
- I. Project Background
  - Setting & Funding; Target Population
- II. Research & Evidence Base
  - Two-Generation Approach; Collective Impact
- III. Implementation Overview
  - Applying the Framework: 2Gen, CI, Bundled Services
- IV. Case Examples
  - Breakout Discussion/ Report Out
- V. Lessons Learned
- VI. Resources



# I. Project Background



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# *Overview: Working Together At-a-Glance*

Numbers Targeted to Serve - 110 families who live in Alamosa, Costilla, Saguache, Conejos, Rio Grande and Mineral.

Type of Service - Increase family earnings & provide supports for children via integrated services.

Funding - Maternal, Infant and Early Childhood Home Visiting (MIECHV) Innovation Grant for \$949,664

Target Population - Families living in poverty with children under the age of 5.

Timing - The grant cycle is 11/25/2016 to 9/30/2019

# Overview: Working Together Goals

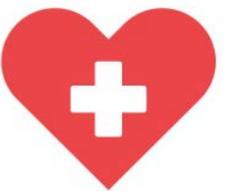
Goal 1: Increase earning capacity of families via formal education and training programs.



Goal 2: Increase the competency and knowledge of financial planning and budgeting for families.



Goal 3: Improve coordination of the Early Childhood, Economic Security, and Higher Education Systems in the San Luis Valley.



*\* And now for something completely different...*



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# *Strengthening Families Feud*

Considering the social determinants of health, what **barriers** could we anticipate that **low-income young families** in a **rural setting** would have in participating in education, workforce programs and/or employment?

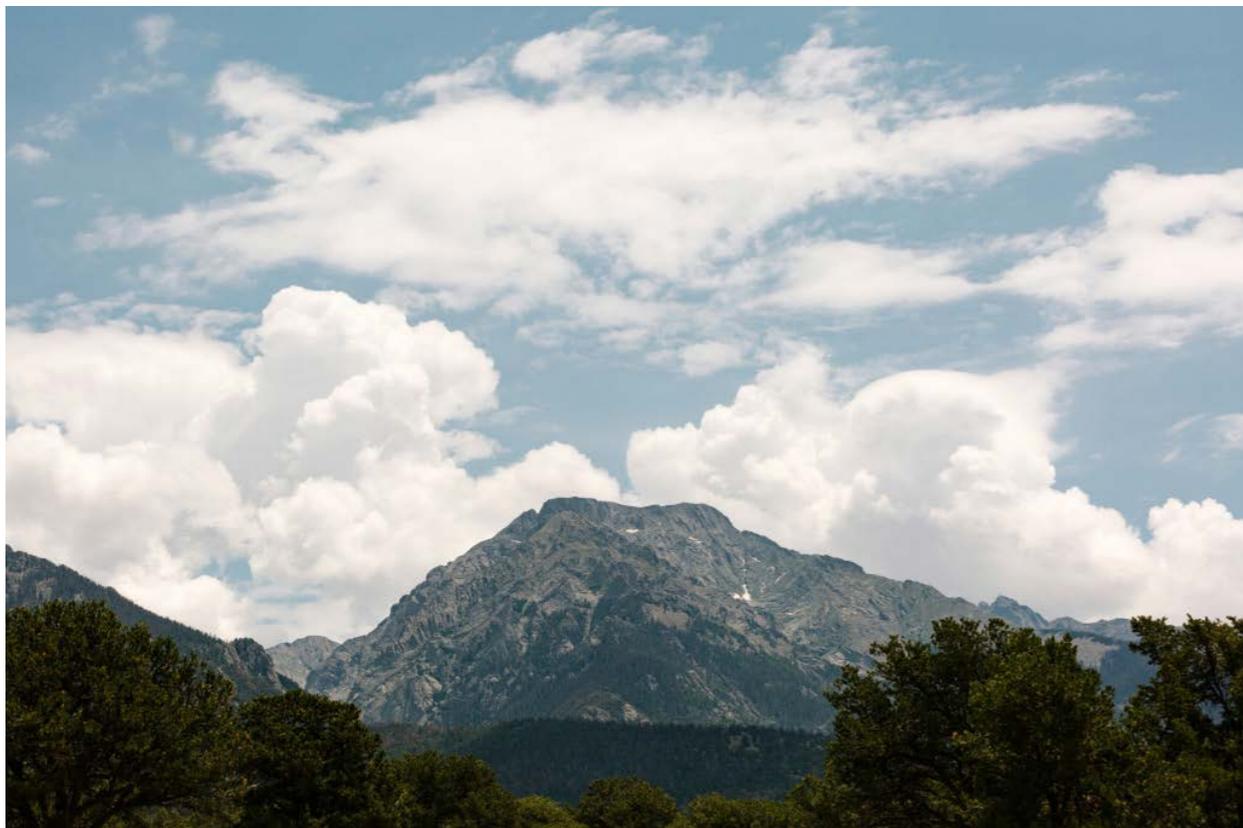
Survey says...



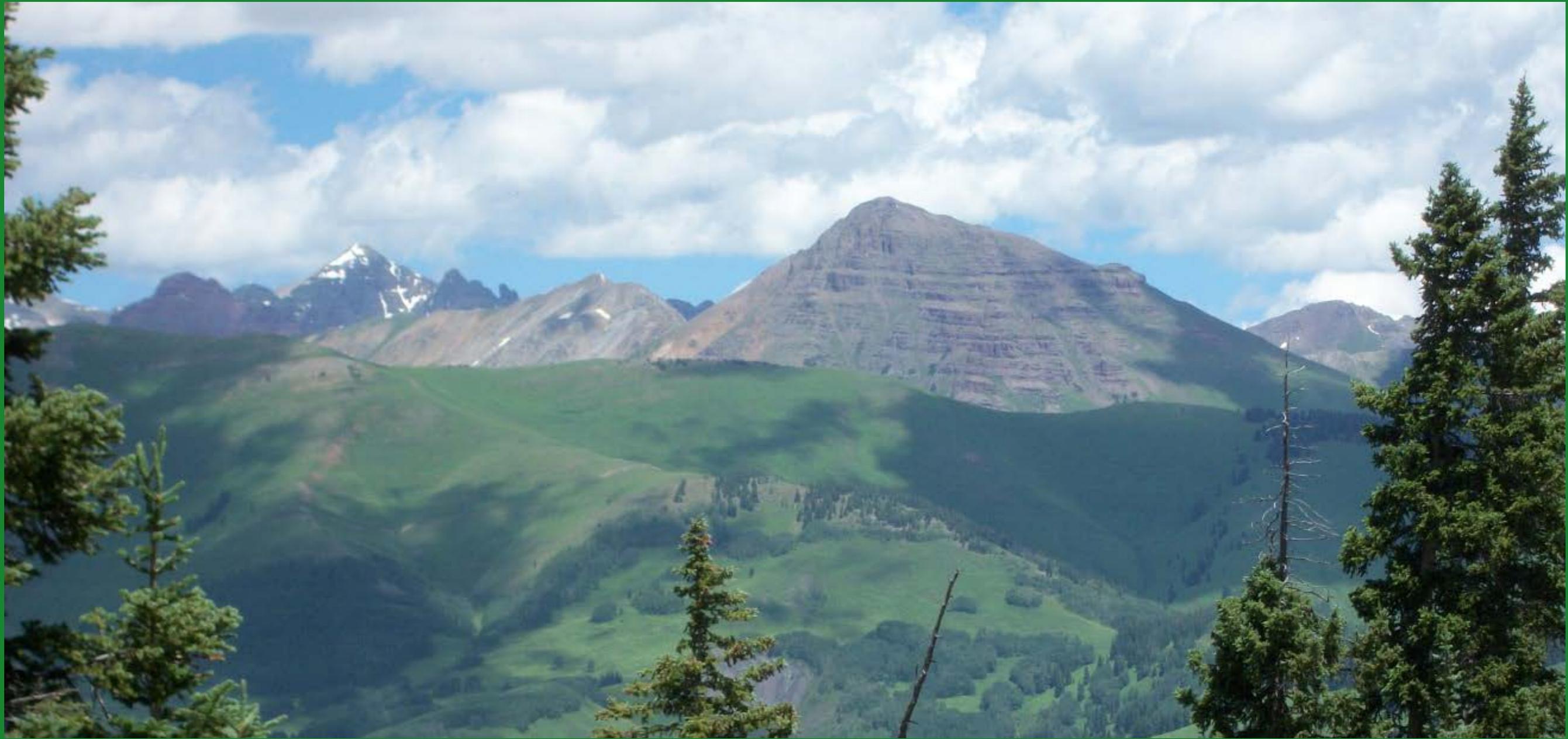
# *Working Together Population*

Working Together counties are experiencing rapidly changing demographics, opioid addiction, extreme poverty, high rates of child abuse and neglect, high unemployment and low rates of educational attainment

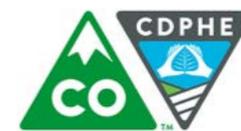
The community leaders know that they will be stronger together leading change and moving families out of poverty



# II. Research & Evidence Base

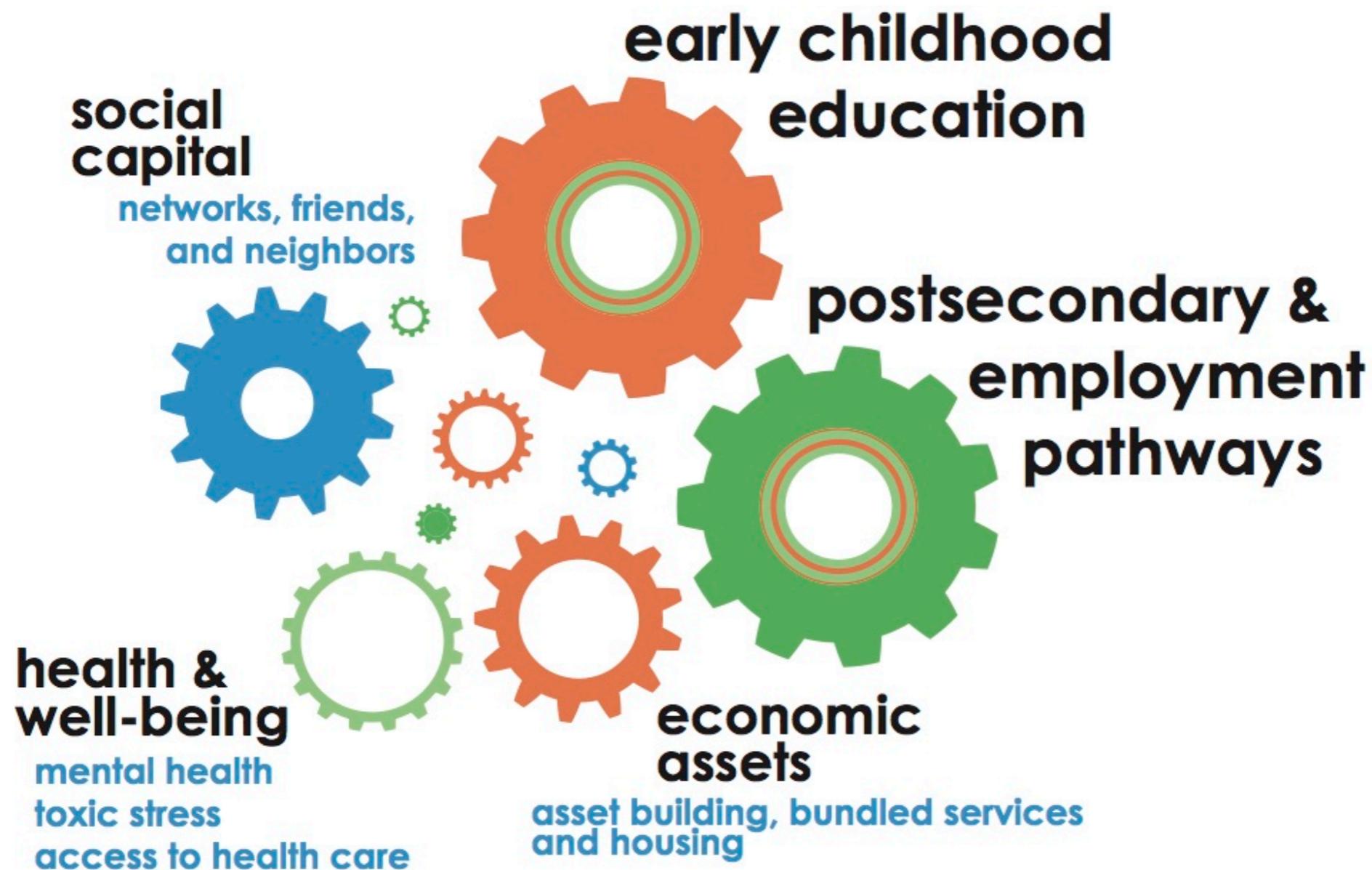


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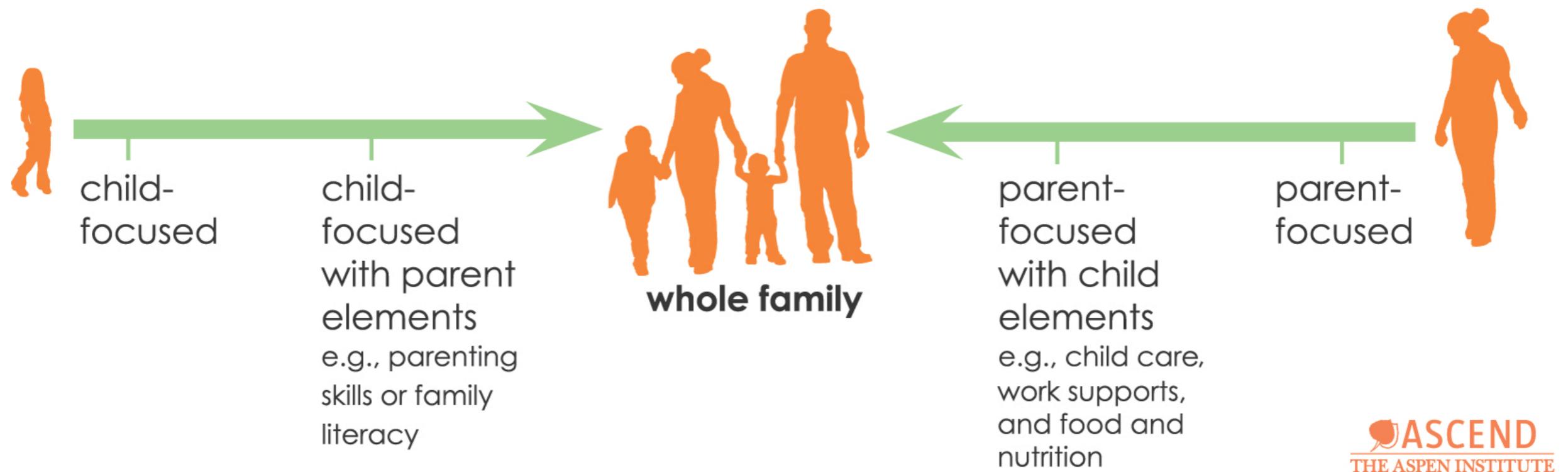
# *Two Generation Approach*



<http://ascend.aspeninstitute.org/resources/2Gen-toolbox>

# Two Generation Approach

## The Two-Generation Continuum



“Two-generation programs provide opportunities for and meet the needs of parents and their children together. They build education, economic assets, social capital, and health and well-being to create a legacy of economic security that passes from one generation to the next.”

<http://ascend.aspeninstitute.org/pages/the-two-generation-approach>

# *Five Elements of Collective Impact*

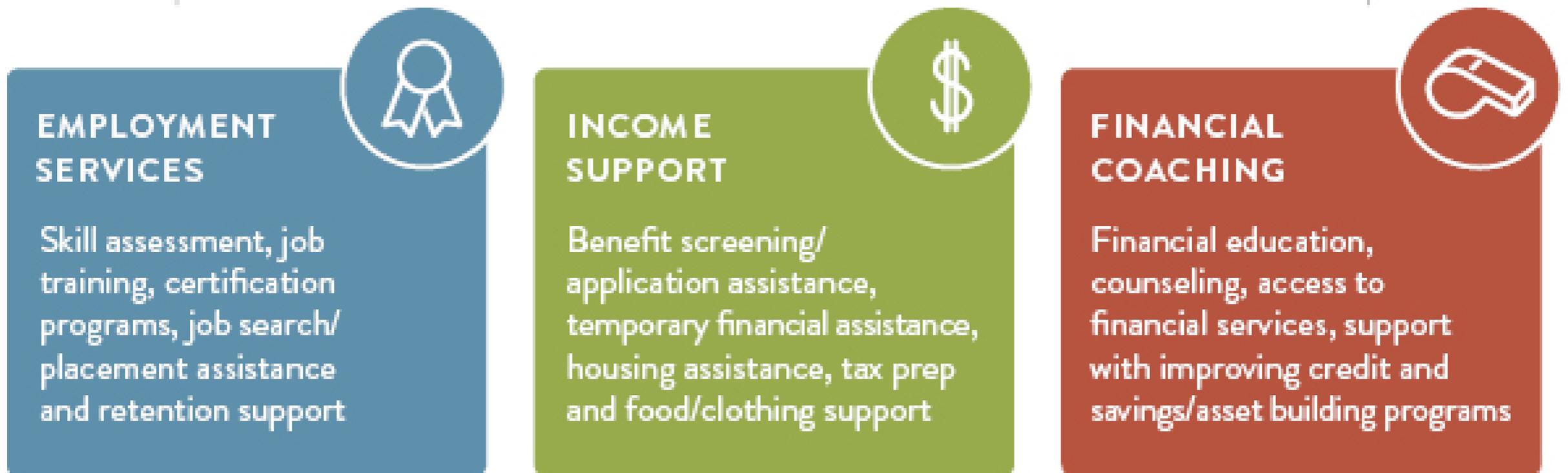


“Collective Impact is a framework to tackle deeply entrenched and complex social problems. It is an innovative and structured approach to making collaboration work across government, business, philanthropy, nonprofit organizations and citizens to achieve significant and lasting social change.”



THE ANNIE E. CASEY  
FOUNDATION

WFS THREE CORE SERVICES



“Clients who receive bundled services are three to four times more likely to achieve a major economic outcome (such as staying employed, earning a vocational certification or associate’s degree or buying a car) than clients receiving only one type of service”



# *Return on Investment*

Research shows that for every dollar invested in adult education (primarily GED programs), a community sees a \$60 return in decreased welfare costs, tax revenue, and economic activity.

Moving a family of four from the current median income level of approximately \$12,500 per year to an annual income of \$33,280 (\$16 per hour) saves \$14,866 per year in public benefit costs from Supplemental Nutrition Assistance Program (SNAP) and Adult Medicaid.

The Annie E Casey Center for Working Families (CWF) in the Greater Detroit Centers for Working Families Collaborative served 2,465 individuals from 2008 to 2010, and evaluation demonstrated a 405% return on investment over that timeframe.

# III. Implementation Overview

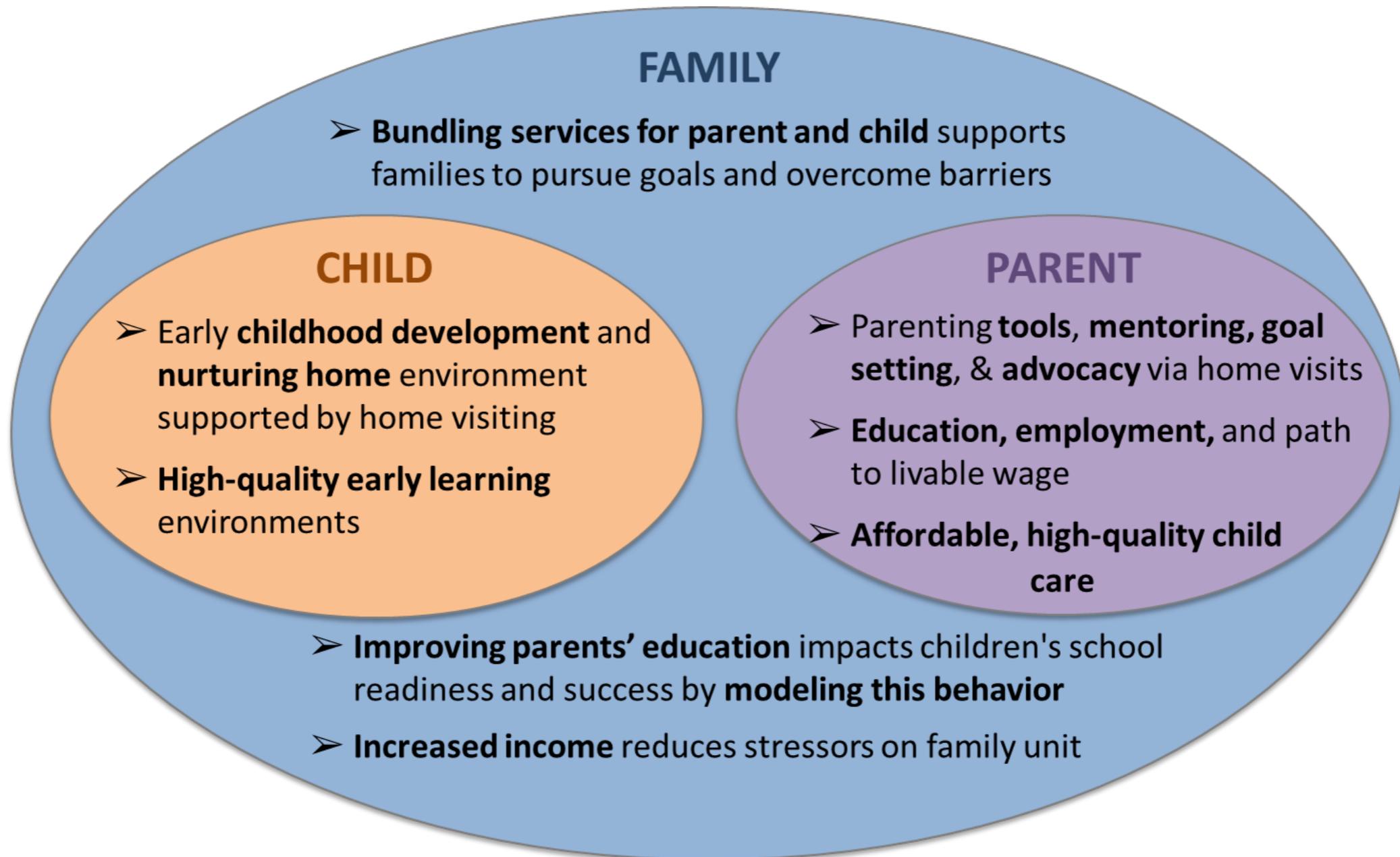


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# How initiatives are Two Gen





# *How initiatives use Collective Impact: Working Together*

- ❖ La Puente (Backbone Agency, Basic Needs and Family Advocacy)
- ❖ SLV Early Childhood Council (Childcare Resources, Parents as Teachers, ECC Professional Development)
- ❖ SLV Behavioral Health Group (Counseling and Healthy Steps)
- ❖ Trinidad State Junior College (Higher Education)
- ❖ Colorado Workforce Center (Employment Readiness Skills and Career Placement)
- ❖ Mpowered (Financial Literacy)
- ❖ County Departments of Human Services (SNAP, TANF, CCAP)
- ❖ Civic Canopy (Collective Impact Support)
- ❖ Colorado Area Health Education Center Program (HIPPI)
- ❖ Valley-Wide Health System (Nurse-Family Partnership)
- ❖ Rocky Mountain Service Employment Redevelopment
- ❖ Regional Health Coordinators
- ❖ CDPHE (Evaluation)
- ❖ CDHS (Grant Administrator)

# *How initiatives bundle services*

Annie E Casey Center for Working Families framework – early evidence shows that programs and policies are most effective when the integrated services include three types of programs:

- Quality Education
- Economic Supports
- Social Capital



# *Quality Education*

The Working Together project utilizes home visiting for parenting support and early childhood development, high quality childcare to support the child and high quality education at the community college to pursue certificate with 85% placement rates.



# *Social Capital*

Home Visiting

Group Connections



# *Social Capital*

## The College Experience

- Network Development
- Student and Community Engagement
- Building Relationship Skills
- Navigating the Professional Landscape



# *Economic Supports*

## Financial Literacy

## Workforce Services and Career Coaching

### Financial Health Workshops

- Preparing for Stable and Increased Income
- Curbing Bad Habits
- Tracking Receipts
- Budgeting
- Savings

## Family Development and Case Management

- Life skills
- Health and safety advocacy
- Setting goals

## La Puente

- Navigating CCAP
- Access to economic resources (food, housing, transportation, WIOA, TANF, and more)



# Colorado and Federal Funds

- HRSA federal funds (MIECHV)
- CCAP
- Federal Financial Aid
- Department of Labor and WIOA funds
- TANF
- Foundations



# IV. Case Examples



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# *Working Together Key Outcomes*

1) How does the Working Together program influence client outcomes?

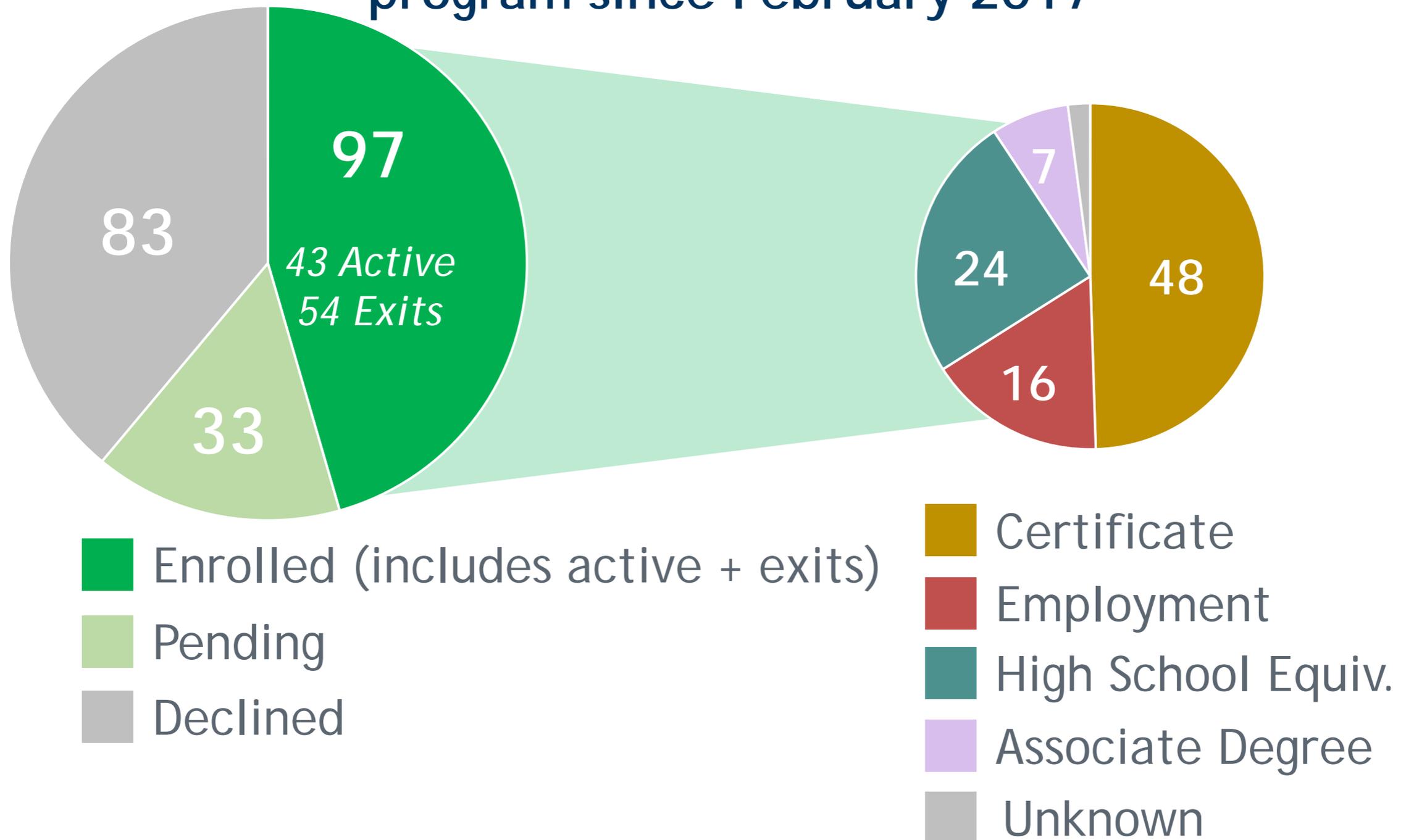
- Increased educational attainment, job placement, and improved financial literacy
- Self efficacy and barrier reductions

2) How does the Working Together program influence systems building efforts orchestrated by the community partners?

- Collaboration overall
- Connections between partners
- Collective impact

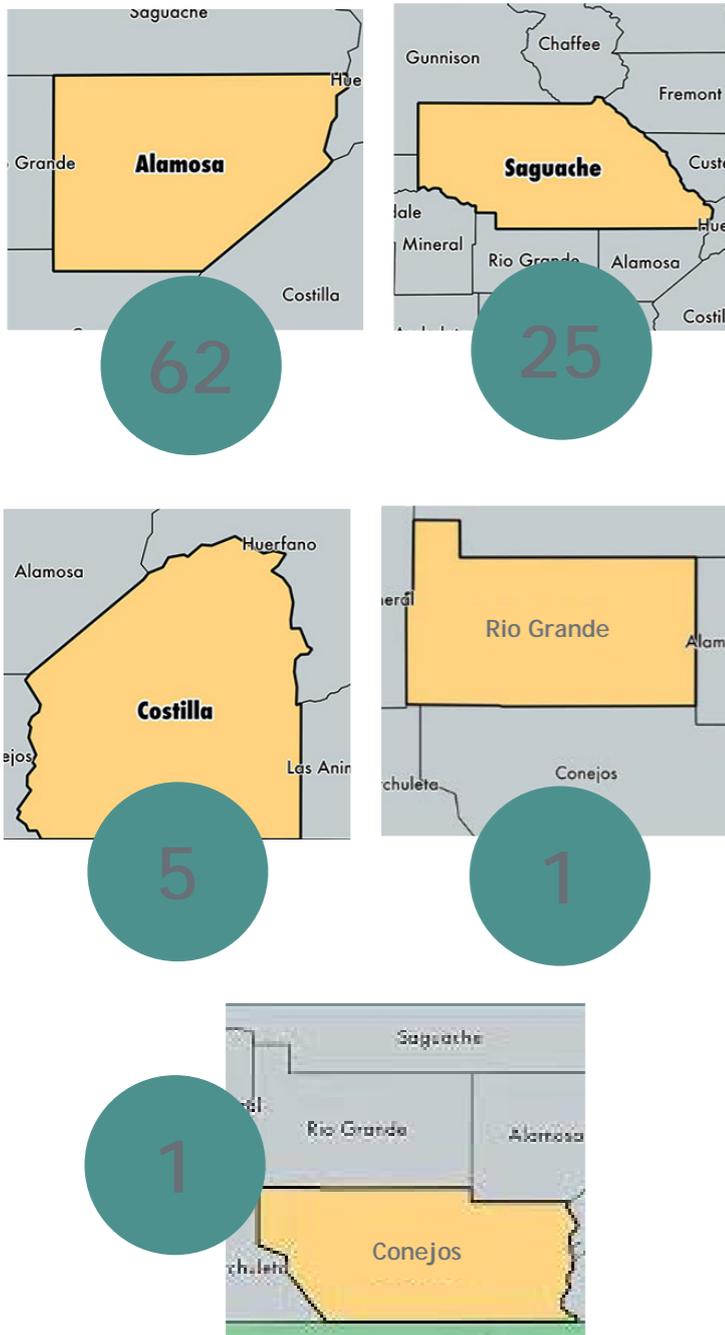
# Working Together Referrals

213 people have been referred to the Working Together program since February 2017



# Working Together Demographics

## County of Residence



## Gender

Female



Male



## Income



The average family income is

**\$14,851**

## Ethnicity

Hispanic



Non-Hispanic



## Family Size

The average family size is

**4**



# *Breakout Discussion*





# *Participant Stories: #1*

- ✓ Single father with two daughters
- ✓ Enrolled in Working Together - employment path
- ✓ Enrolled in Parents as Teachers (PAT) home visiting program
- ✓ Disappeared from Working Together for a few months due to barriers but has since reengaged due to perseverance of Adelante



# *Participant Stories: #2*

- ✓ A couple with 8 children
- ✓ They live in Center which is 35 miles outside of Alamosa
- ✓ The woman works part-time at McDonalds in Alamosa
- ✓ Husband has only been able to secure temp work during harvest season
- ✓ Woman is enrolled in Working Together employment path, man is enrolled in certificate path
- ✓ They're enrolled in PAT home visiting program



# *Participant Stories: #3*

- ✓ 19 year old single mom with one daughter (< 2 years old)
- ✓ Enrolled in Working Together - certificate and employment paths
- ✓ Enrolled in Nurse Family Partnership home visiting program
- ✓ Recently moved to Alamosa from Costilla County
- ✓ Currently receiving TANF, food stamps, and child support

# Report Out



# *Participant Results: #1*

## **BARRIERS**

- ✓ Financial struggles
- ✓ Vehicle broken down
- ✓ Unemployed
- ✓ Property manager won't let him work on car on property
- ✓ Very private and independent - doesn't like to ask for help

## **ACCOMPLISHMENTS**

- ✓ Completed applications for TANF and FAFSA with help of home visitor
- ✓ Home Visitor connected him with Workforce agency and they found him a temp job
- ✓ Adelante provided rental assistance
- ✓ Now enrolled in auto mechanics program at TSJC

# *Participant Results: #2*

## **BARRIERS**

- ✓ No stable housing
- ✓ Woman has criminal history
- ✓ Large family
- ✓ Live in small town with few options for work or housing

## **ACCOMPLISHMENTS**

- ✓ Woman attending drug court and is now sober
- ✓ Received pro-bono legal aid
- ✓ Received housing vouchers
- ✓ Assistance with housing search

# *Participant Results: #3*

## **BARRIERS**

- ✓ No reliable, stable child care
- ✓ Employer has threatened to terminate her if she can't secure stable child care
- ✓ Financial struggles
- ✓ Lived in Costilla County but worked in Alamosa County

## **ACCOMPLISHMENTS**

- ✓ Adelante provided housing deposit, housing supplies, and scrubs for employment, as well as fuel vouchers
- ✓ Was able to move to Alamosa
- ✓ Completed Dental Assistant Certificate
- ✓ Obtained job as Dental Assistant

# *Barriers to Success*

- Minimal child care in the valley
  - No licensed infant/toddler slots at all
- Transportation
- Unstable housing
- Can't afford the essentials
  - Gas, food, deposit for housing rental, internet services
- Not enough time
- No internet service
- Seasonal work is insufficient

# V. *Lessons Learned*



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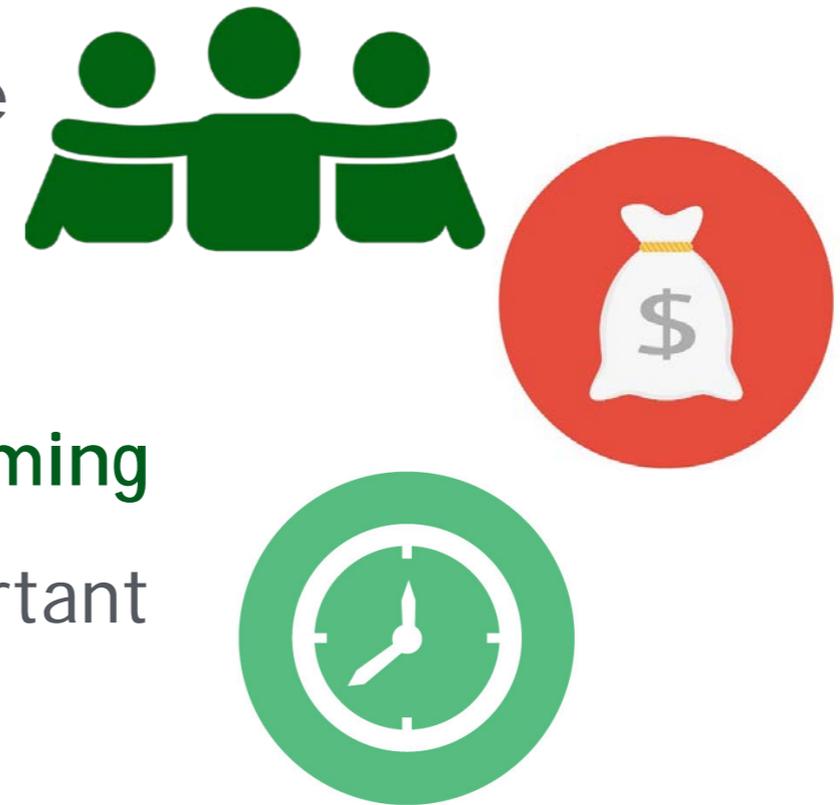
# *Lessons Learned*

- Changing status quo and community perceptions takes time and determination
- Helping caregivers overcome fear of returning to school or work leads to start up challenges with recruitment.
- Challenges of building local capacity and sustainability
- Childcare access requires creativity and persistence
- Establish clear statements of work and project timeline as early in the funding cycle as possible

# Policy Implications

- ✓ Social determinants of health are extremely important and influence one's position on **Maslow's Hierarchy of Needs**
- ✓ Effective **collaboration** is essential to achieve wraparound services
- ✓ **Funding flexibility** is helpful
- ✓ Allow participants to **start and stop programming**
- ✓ **Time, patience, and perseverance** are important in this work

**How could you replicate?**  
(w audience participation)



# VI. Resources



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# *Client Outcomes*

Pre/ Post Assessment & Comparison Site

1) Colorado Family Support Assessment (CFSA)\*

- Academic achievements, occupational status, income levels

2) Empowered Financial Capabilities Scale\*

3) Participant Progress Tool

- Self-efficacy, motivation, barrier reduction



# Systems Outcomes

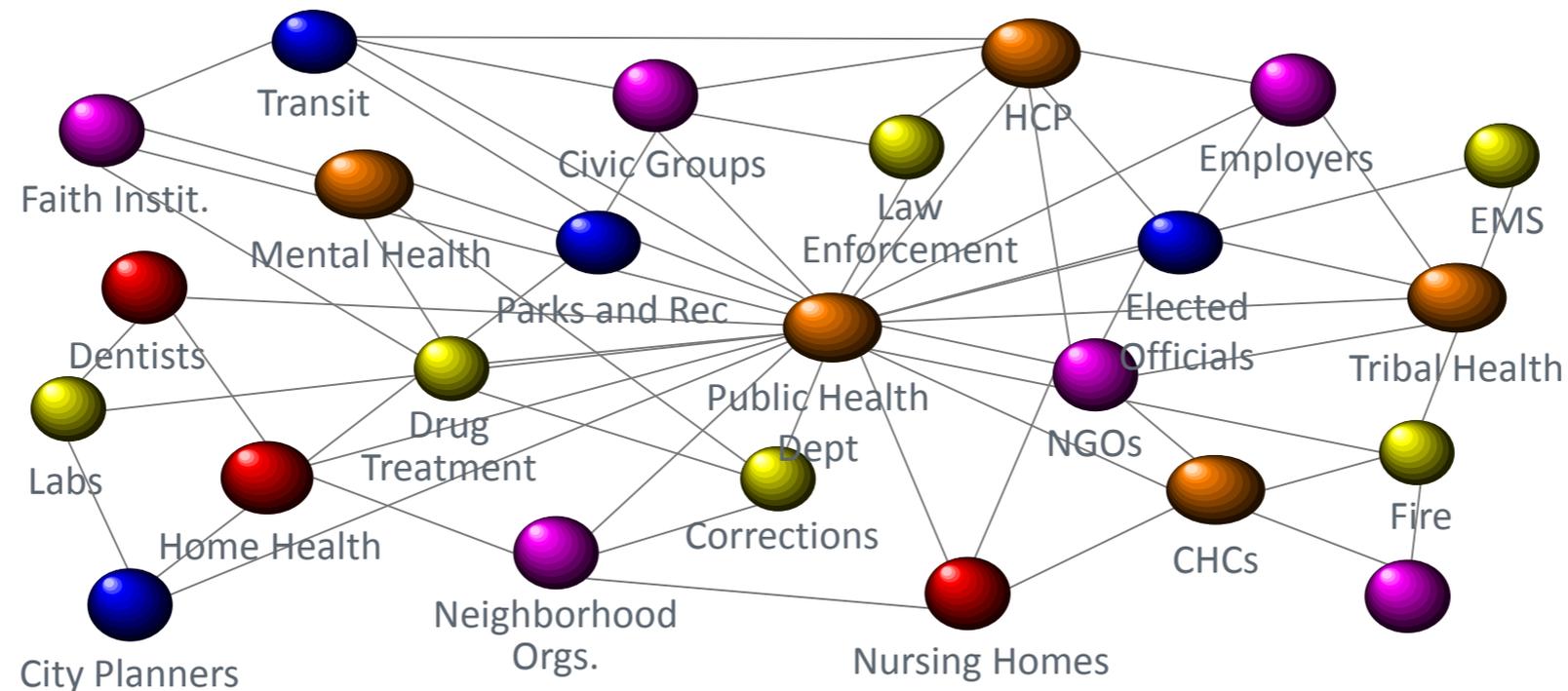
## Implementation Team Meetings & Referral Network

### 1) Working Together: A Profile of Collaboration Tool

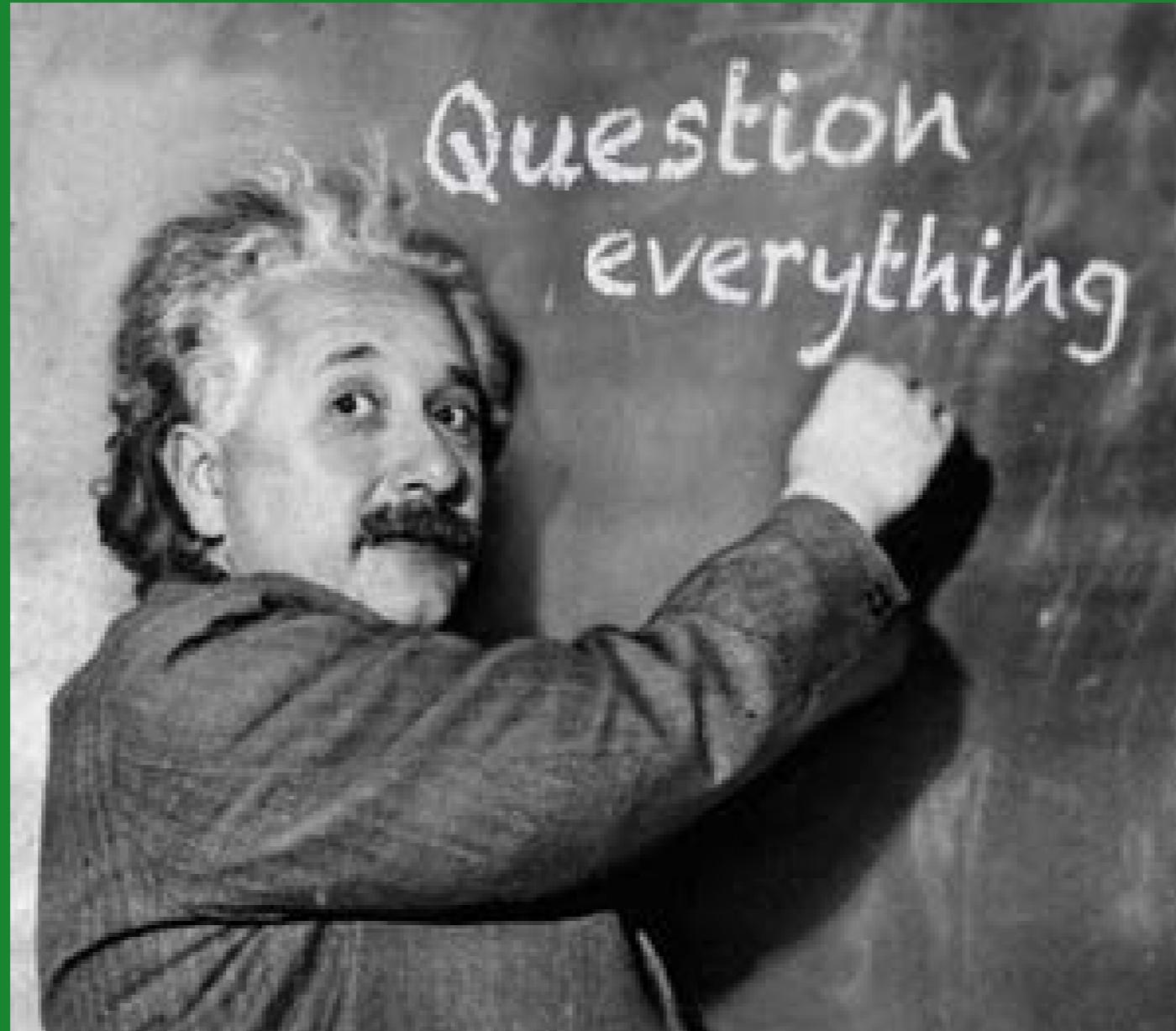
- Measure trust, communication and resource contributions

### 2) PARTNER (Program to Analyze, record and Track Networks to Enhance Relationships)

- Measures relationships between and among organizations, quality and quantity of interactions, potential redundancies and inefficiencies



# Questions



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