Fighting Inertia: Important Takeaways from a Two Generation Pilot Program
Disclaimer

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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
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I. Project Background
Overview: Working Together At-a-Glance


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.

* And now for something completely different...
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
Two Generation Approach

social capital
networks, friends, and neighbors

early childhood education

health & well-being
mental health
toxic stress
access to health care

postsecondary & employment pathways

economic assets
asset building, bundled services and housing

http://ascend.aspeninstitute.org/resources/2Gen-toolbox
“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."
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
How initiatives are Two Gen

**FAMILY**

- Bundling services for parent and child supports families to pursue goals and overcome barriers

**CHILD**

- Early *childhood development* and *nurturing home* environment supported by home visiting
- High-quality early learning environments

**PARENT**

- Parenting *tools, mentoring, goal setting,* & *advocacy* via home visits
- *Education, employment,* and path to livable wage
- Affordable, high-quality child care

- Improving parents’ education impacts children’s school readiness and success by *modeling this behavior*
- Increased income reduces stressors on family unit
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)
- Mpowed (Financial Literacy)
- County Departments of Human Services (SNAP, TANF, CCAP)
- Civic Canopy (Collective Impact Support)
- Colorado Area Health Education Center Program (HIPPY)
- 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
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
213 people have been referred to the Working Together program since February 2017.
Working Together Demographics

**County of Residence**
- Alamosa: 62
- Saguache: 25
- Costilla: 5
- Conejos: 1

**Gender**
- Female: 75
- Male: 21

**Ethnicity**
- Hispanic: 69
- Non-Hispanic: 25

**Income**
- The average family income is $14,851

**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**

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**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
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
Client Outcomes

Pre/ Post Assessment & Comparison Site

1) Colorado Family Support Assessment (CFSA)*
   - Academic achievements, occupational status, income levels

2) Mpowered 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

Question everything
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