

Breaking the Inter-Generational Cycle of Poverty through a Two-Generation Approach

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Agenda

- Critical Components of Two-Gen
- Two-Gen in National Context
- Two-Generation at CAP Tulsa
- Opportunities for Two-Gen in CSBG
- Activity

First, a Definition



Two-generation approaches provide opportunities for and meet the needs of children and their parents together.

Adult Services



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Child Services

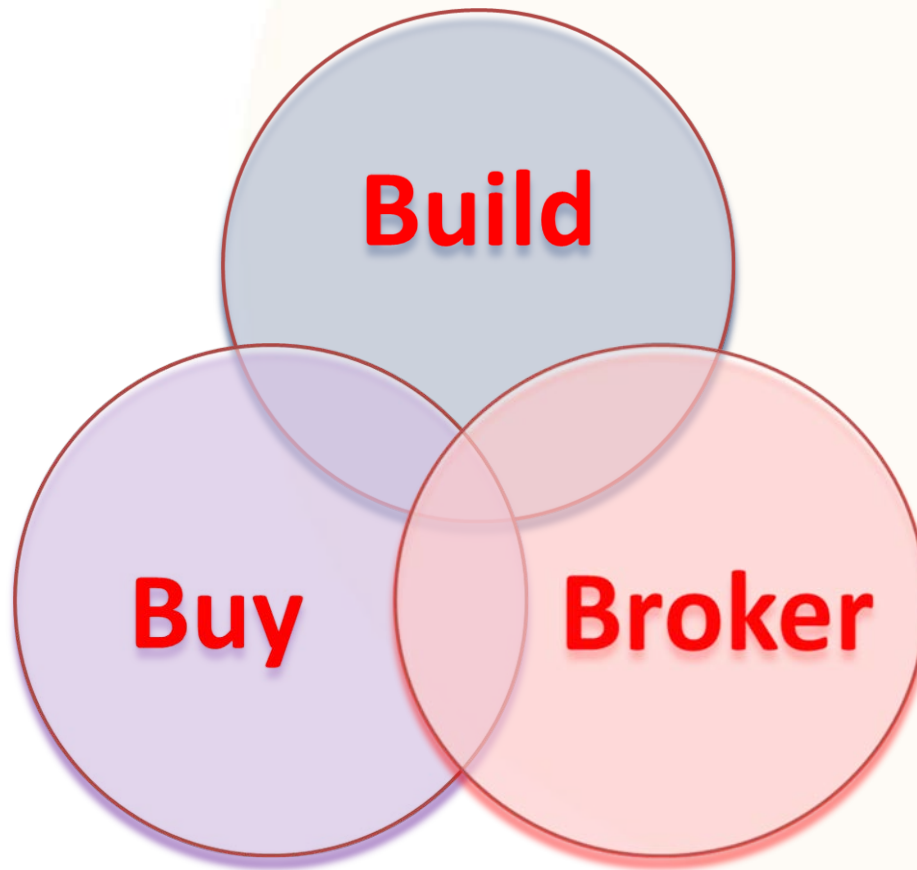


Too Many Programs Live in Silos



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

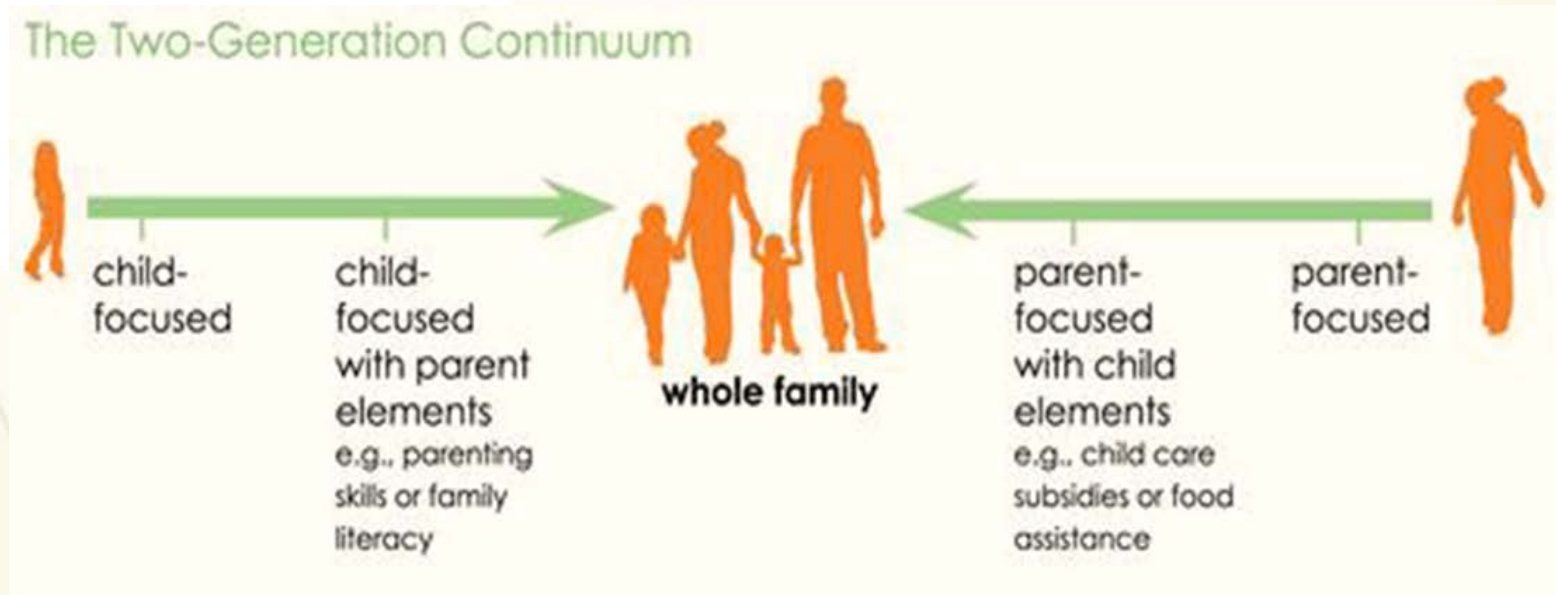
Bridging the Gap



History

- “Two-gen” is not a new concept
 - Settlement Houses
 - Head Start
 - Welfare to Work
- In last decade, field has learned from the past – “Two-gen 2.0”
 - Intentional design
 - Simultaneous delivery
 - High quality

Whole Family



From Ascend at the Aspen Institute

Intentional Alignment

Parent centered:

- Occupational training
- Post-secondary education
- Adult Basic Education / GED
- English as a Second Language
- Financial coaching
- Parenting skills
- Home visiting
- Health & Well-Being

Child centered:

- Early Head Start / Head Start
- High-quality child care
- Home visiting
- Health & Well-Being

Parent Input



Outcomes

- 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



Social Capital



Coaching & Cohorts



Executive Function

Improved parenting & executive function skills enhances employability and economic stability

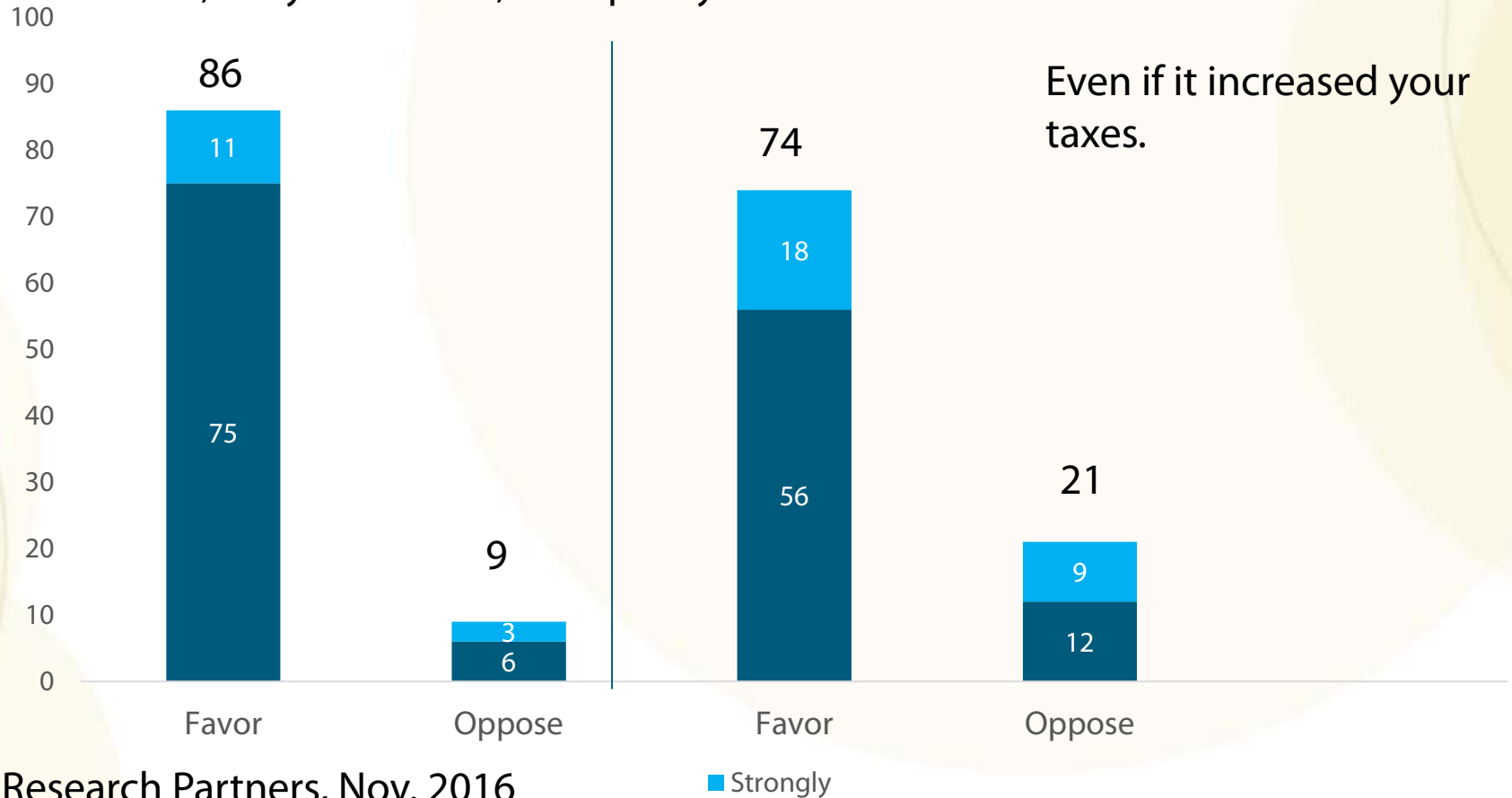
Improved economic stability, employment & executive function skills enhances parenting

Better outcomes for families

Building executive function skills in young children requires skills & capacities for caregivers

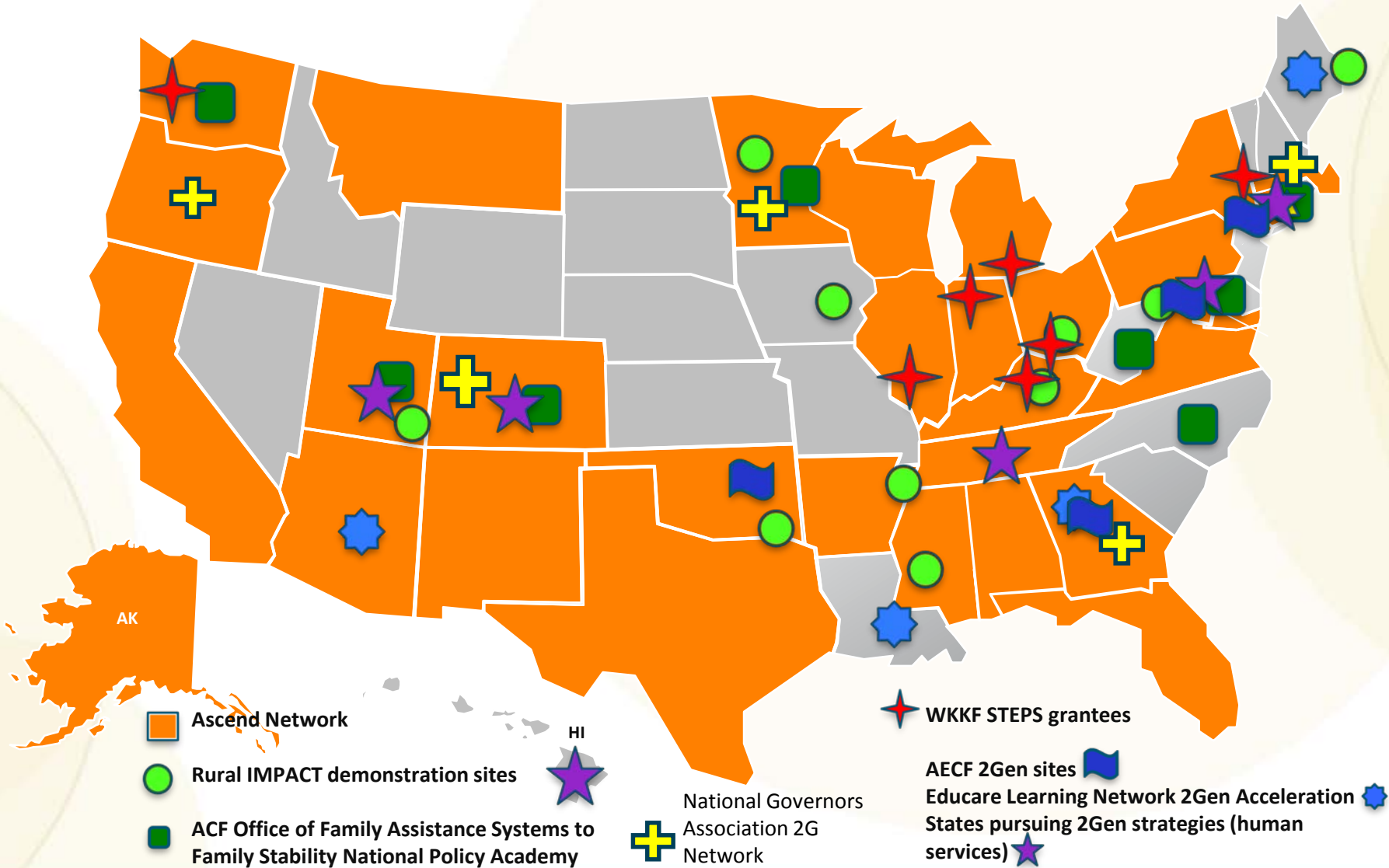
Public Opinion

One program designed to help people who are living in poverty get out of poverty targets both parents and their children, so that parents get education and skills training to get a better job and at the same time their children get a good start with Head Start, early education, and quality schools...



Lake Research Partners, Nov. 2016

National Momentum



CAP Tulsa

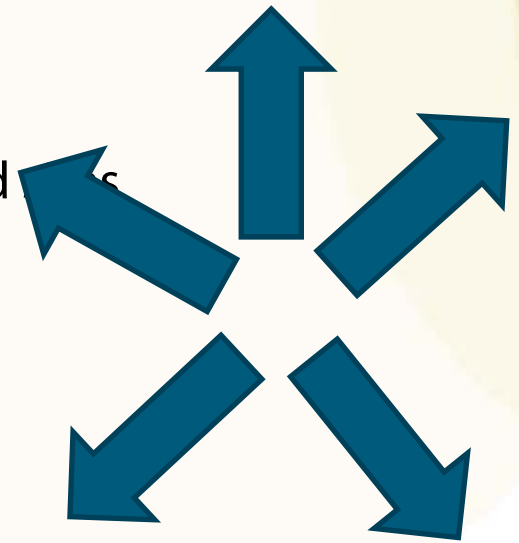
- **Mission:** Help young children in low-income families grow up to achieve economic success so that their children are not born into poverty.
- **Scope:** We provide high quality early education for nearly 2,000 low-income children in our schools, plus 250 through home-visiting services, in addition to wrap-around and supportive services for their families in Tulsa County.
- **Key Strategies**
 - Child Success
 - Family Success
 - Community Success
 - Organizational Success

CAP Tulsa Video

Karla's Story

Why did CAP embrace Two-gen?

- We were operating many lines of business without a coherent strategy to link our services
 - Head Start & Early Head Start
 - First Time Homebuyer
 - Rental units – multi-family and scattered sites
 - Financial Literacy
 - Free Tax Preparation (VITA)
 - Benefits Screening
 - Individual Development Accounts
 - Bilingual Tax Clinic and ITIN assistance
 - Health Clinic / Food Pantry
 - Public Policy



Why did CAP Tulsa embrace Two-gen?

- Growing research on the importance of early childhood education convinced us to double-down our efforts with young children
- Emerging research on positive effects of extra income on children's academic performance



Two-Gen at CAP

- High-quality Early Childhood education plus wrap-around services
- Workforce training in healthcare - *CareerAdvance*®
 - In the past included GED and Adult Basic Education
- Financial Capability
- English as a Second Language

CareerAdvance® Key Components

- Sector-based, stackable credentials
- Cohort enrollment
- Academic and Career coaching
- Intentional scheduling of classes to match Head Start
- Connections to employers
- Full financial support
- Incentives
- Data & Research



CareerAdvance® Key Program Partners

- Tulsa Technology Center
- Tulsa Community College
- Union Public Schools
- Tulsa Community WorkAdvance
- Tulsa Area Workforce Investment Board
- UT-Austin and Northwestern University
- OK Department of Human Services

Two-Gen embedded in Peer Partner Meetings - CareerAdvance®

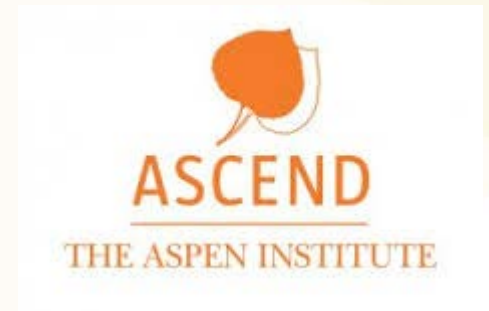


- Getting out the door in the morning
- Tips for routines with children
- Studying with children under foot

- Screen Time, How to encourage reading
- Increasing your child's vocabulary through everyday conversations
- Instill the love of math



Funding two-gen at CAP



THE ANNIE E. CASEY FOUNDATION

CareerAdvance® Outcomes

- 66% of CareerAdvance® participants earned a certification, compared to 30% of participants in another healthcare training program
- 49% of CareerAdvance® participants gained employment in the healthcare sector, compared to 31% in other pathway-based training programs
- CareerAdvance® parents demonstrated an increased commitment to their career, improved self-efficacy, more optimism, and less psychological distress than a matched comparison group
- Children of CareerAdvance® participants had a higher attendance rate and a lower chronic absence rate than CAP Tulsa children whose parents were not in the program

Challenges

- Getting Partners to Two-Gen
 - The incentives driving Technical and Community Colleges and Workforce Development programs can make it tough for them to truly embrace a family-centric vision
- Child Care
 - Siblings on waitlist
 - Before & after care
 - Out-of-school time care for siblings
 - Off-hours care

Lessons Learned

Parents value cohorts and coaching

"We were all in the same boat. We all had children. We all wanted it, graduated and got our certificates."

"We motivated each other."

"She [the coach] was like a mentor for me. I talked to her a lot and she helped me. One of the portions on one of the tests I took, I didn't pass, I was so upset, she talked me off the cliff because I was so mad."

Opportunities for Two-Gen in CSBG



Planning &
Coordination



Supporting
Economic
Security



Two-
Generation
Innovation



Planning and Coordination

Two-Gen	Community Action
High quality services to parents and children together	CAAs coordinate federal, state and local resources for the reduction of poverty
	CAAs develop local Needs Assessments and Action Plans
Early education services for children and workforce development services for parents	48% of CAAs also received Head Start funds in 2015; \$212 million in WIOA funds went to CAAs in 2015

Supporting Economic Security

Two-Gen	Community Action
Helping families secure the economic and social supports needed for stability and resilience	CAAs support low-income individuals in obtaining employment and building financial assets

Two-Gen Innovation

Two-Gen	Community Action
Helping families build social capital for upward mobility and resilience	CAAs have a diverse mix of services for parents and caregivers
Two-gen approaches should be applied to policies, systems, programs, and research	States and state associations can bring two-gen innovators together in learning communities
Services are linked to build families' skills, knowledge, and resources	CAAs serve as catalysts and lead community-wide efforts to address complex community problems

What Would it Take?

- Engage community in vision development and solving complex problems
- Clear vision and outcomes for parents, children, and families
- Tailor and realign offerings to serve parents and children at the same time
- Consider system and policy changes
- Commitment of all staff and board

Exploring Two-Gen in Your World

- What OUTCOMES are you seeking?
- What SERVICES do you currently provide?
- What services are MISSING?
- What STRATEGIES might you be ready to pursue?
- What's one thing YOU PERSONALLY can do to move a two-gen approach forward?



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