An Introduction to the Community-Based Healthy Marriage and Responsible Fatherhood Workforce Strategy

Matthew Shepherd, PhD, Speaker
Penny Tinsman, MA, Speaker
Caterina Bummara, MPP, Moderator

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- Virtual library with over 4700 items
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Poverty measures establish the income level which is used to define poverty. Poverty measures also provide a framework for understanding poverty. Alternative measures have been developed at the national level (e.g., the official poverty measure, which the U.S. Census Bureau reports are using the official poverty measure, supplemental poverty measure, and other measures to capture poverty and income) and in selected research and resources on poverty measures.
Overview of the SSRC

Explore Academic Programs and Research Institutes

SSRC maintains this section to support the next generation of self-sufficiency scholars and professionals by:

- Helping current and prospective graduate students explore learning opportunities that will lead them to their career of choice in the self-sufficiency field.
- Helping professors and instructors find and exchange relevant course supplements, course syllabi, and other materials that will enrich students’ ability to apply theories to real world settings.

Students’ Corner

Professors and instructors: find relevant course supplements, course syllabi, and other materials here to enrich students’ ability to apply theories to real world settings.

What did we miss? Please share your reading lists, case studies, or tailored course syllabi by emailing a copy of the material or a hyperlink to us at ssrcc@presssrc.org. We can deposit them in our growing library or link back to your university site from this page.

- Syllabi and SSRC Library Resources from SSRC Stakeholders
- Course Materials
- Supplemental Reading for Students
Speakers

• Matthew Shepherd, PhD, Community and Clinical Psychologist and Fellow, ICF International
• Penny Tinsman, MA, Senior Project Manager, ICF International
• Caterina Bummara, MPP, SSRC Products Task Lead and Training and Technical Assistance Manager, ICF International
Submit questions any time through the Question and Answer feature (bottom right of screen).

Questions will be answered:

- after the presentation; or
- if we run out of time, via responses posted on the SSRC with other Webinar materials after the event.
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Within Reach: Strategies for Improving Family Economic Stability

• Self-Sufficiency Research Clearinghouse (SSRC) Reference
  https://www.opressrc.org/content/within-reach-strategies-improving-family-economic-stability

• Office of Family Assistance Reference

• Strategy for Improving Family Economic Stability Toolkit
  • Provides suggestions and resources based on the conceptual framework of the Community-Based Healthy Marriage and Responsible Fatherhood (HMRF) Workforce Strategy.
  • Designed to help low-income program participants move along a pathway toward job and financial security.
Respond to this poll question:

How familiar are you with the Community Based Healthy Marriage and Responsible Fatherhood (HMRF) Workforce Strategy?
Respond to these poll questions:

1. Implementing the HMRF Workforce Strategy means that organizations would probably have to provide additional services they currently don’t provide.

2. Implementing the HMRF Workforce Strategy means that organizations may be required to develop new partnerships.
• Office of Family Assistance (OFA) Healthy Marriage and Responsible Fatherhood (HMRF) programs.
• Workforce Development and economic stability is important in overall family well being.
• To provide guidance OFA developed the HMRF Workforce Strategy.
OFA Healthy Marriage and Responsible Fatherhood grantees have the potential to develop into effective providers of economic stability and workforce development services.

To achieve this objective, grantees must be provided information, models and tools that are based on research-validated approaches and tailored to the needs of individual grantees.

The **HMRF Workforce Strategy** is built on an extensive review and refinement process and provides a framework for working with high-need, lesser-skilled population.
The HMRF Workforce Strategy can be described using two conceptual tools:

- **Conceptual Model**: Provides a convenient means to summarize the main components of the framework.
- **Conceptual Process Map**: Describes the potential path of a participant through a system of services.
HMRF Workforce Strategy

Intake/Baseline Assessment
- Personal Needs Assessment
- Skills and Job Experience Assessment
- Motivational Interviewing and Building Career Awareness

Capacity Building
- Financial Education and Asset Building
- Interpersonal Skill Development
- Job Related Education and Training

Case Management, Client Plan and Supportive Services

Connecting to Job Openings
- Job Development
- Job Placement
- Transitional Supports

Work Retention and Career Advancement
- Incentives
- Ongoing Support
- Up-Skilling
Conceptual Process Map of a HMRF Community-Based Workforce Strategy

- Outreach & Recruitment
  - Intake & Assessment
    - Skills Assessment
    - Motivational Interviewing
    - Personal Assessment
  - Client Plan

Case Management & Supportive Services
- Child Care
- Substance Abuse Treatment
- Mental Health Services
- Transportation
- Child Support Enforcement Issues
- Peer Support
- Housing Assistance

Connecting to Jobs
- Job Development
- Transitional Supports
- Financial Management & Asset Building
- Job Related Education & Training

Employment
Follow Up & Support
Up-Skilling

Social Programming
Providing Motivation
Promoting Personal Transformation
HMRF Workforce Strategy

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  - Motivational Interviewing and Building Career Awareness

- Capacity Building
  - Financial Education and Asset Building
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  - Job Related Education and Training

- Connecting to Job Openings
  - Job Development
  - Job Placement
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- Work Retention and Career Advancement
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  - Up-Skilling

- Case Management, Client Plan and Supportive Services
Module #1: Intake and Assessment

**Personal Needs Assessment** - Personal needs assessments and screening processes are critical to identifying any barriers (e.g., conditions, disabilities, environmental challenges) and strengths.

**Skills and Job Experience Assessment** - Job experience assessments help identify the interests, skills, personality, and values for participants in diverse settings.

**Motivational Interviewing and Building Career Awareness.** Motivational Interviewing (MI) has been defined as “….a collaborative, person-centered form of guiding to elicit and strengthen motivation for change”
Module #2: Case Management, Client Plan, and Supportive Services

**Case Management** serves as the connection to link participants to services, provides ongoing support to overcome identified barriers, and monitors progress.

**Client Plan** uses the baseline assessment of a participant’s individual and workforce needs, create a comprehensive strategy to address client needs that includes participant-created goals and coordinated service delivery.

**Supportive Services** provide resources to overcome barriers both internally and by connecting participants to other public and private-sector services.
Module #3: Capacity Building

**Financial education** refers to building skills and knowledge for financial management, including balancing income and expenses and being a wise consumer of financial products.

**Building assets** such as a “cushion” of savings can help individuals overcome financial setbacks and take advantage of opportunities to invest in their future through home ownership or a child’s education.

**Interpersonal skills** are life skills that help someone function smoothly in the workplace and in a home environment communication and social skills, problem solving, critical thinking, teamwork, and professionalism.

**Job-related education and training** build technical skills that are relevant to an occupation or industry of interest.
Module #4: Connecting to Job Openings

**Job development** can be broadly described as the process of providing assistance to help targeted individuals secure employment, this conceptual framework defines job development as the process of actively seeking and developing job placement opportunities.

**Job placement** is defined as a referral to a specific job that results in an interview, regardless of whether the individual obtained the job.

**Transitional supports** give individuals work experience (with or without pay) and/or provide employers with a temporary incentive to employ higher-risk individuals. Such supports may include subsidized employment, transitional employment, internships, or pre-apprenticeships.
Module #5: Work Retention and Career Advancement

**Incentives** include financial incentives and supports that encourage and support employment.

**Ongoing Support** occurs through case management efforts and follow-up activities as individuals participate in employment programs. Case management can occur both pre- and post-employment or continue throughout.

**Up-skilling** occurs through additional education and job training, which can be used to foster job retention and promote career advancement.
HMRF Workforce Strategy

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Case Management, Client Plan and Supportive Services

Capacity Building
- Financial Education and Asset Building
- Interpersonal Skill Development
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Work Retention and Career Advancement
- Incentives
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- Up-Skilling
Global Takeaways

Many social service programs that serve a low-skilled, high-need population (including federally funded programs) have the potential to play and important role in the provision of effective economic stability and workforce development services.

To achieve this objective, organizations must be provided information, models and tools that are based on research-validated approaches and tailored to individual organization.

The HMRF Workforce Strategy is built on an extensive review and refinement process and provides a framework for working with high-need, lesser-skilled population.

The HMRF Workforce Strategy also aligns with the new federal policy known as the Workforce Innovation and Opportunity Act (WIOA), and aligns with the President's Universal Community College proposal (highlighted in the State of Union speech) and targeted to low-wage, low-skilled adults, such as HMRF participants.
Respond to this poll question:

My primary reaction to the HMRF Workforce Strategy is...
Re-respond to these poll questions:

1. Implementing the HMRF Workforce Strategy means that organizations would probably have to provide additional services they currently don’t provide.

2. Implementing the HMRF Workforce Strategy means that organizations may be required to develop new partnerships.
• Submit questions through the Question and Answer feature (bottom right of screen).

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