



Building Family Stability and Mobility Together: What is your connection?

A Whole Family Approach to Economic Supports Inclusive of Child Support





Introduction

Collaborating for Family Stability and Well-being

10:30 AM - 10:35 AM





Today's Speakers



Katie
Zelenka



Khristian
Monterroso



Alex
Figueroa



Kristie Gordy



Veronica
Riley



Learning Objectives

1. Anti-poverty program must recognize that Parents are our shared partners, and they must to be included, and, they want what we want.
2. We can utilize the framework developed by the APHSA Technical workgroup to collaborate across programs, to speak a common language, develop shared values and goals, and build our roadmap together.
3. We have policy, practice, process, and funding flexibility, to expand the role of the IV-D program in supporting both parents, especially the person paying support, in improving their stability, and we have many examples to learn from.



Background

10:35 AM - 10:40 AM





What are economic and concrete supports?

Programs and services that assist individuals and families in meeting their basic needs such as food, shelter, health, and clothing, alleviating stressors associated with living in poverty, and improving overall economic well-being.

- Some researchers and practitioners make a distinction between “economic supports” and “concrete supports”
- Economic supports - pertain to **financial** assistance, policies, and initiatives to address economic challenges and improving economic well-being (e.g. Child Support, TANF, EITC)
- Concrete supports - generally refer to tangible or practical assistance provided to individuals or families to **meet a specific need** (e.g. child care, transportation)

Working Collaboratively



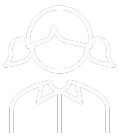
American Public Human
Services Association



National Council of Child
Support Directors
(NCCSD)



National Council of Child
Support Directors
(NCCSD)



+ Other National Partners



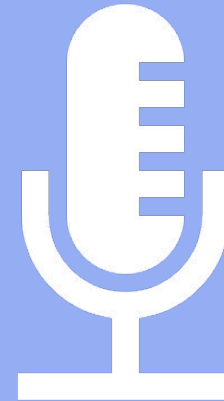
The Building Blocks



Community of Practice



Technical Working Group



Stakeholder Interviews



Family Summit



Research



Family Economic Mobility Summit

10:40 AM - 11:00 AM





Family Economic Mobility Summit

Activities

Large Group Discussion

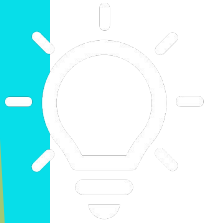
- 1) What does “success” look like for parents, caregivers, and/or families?
- 2) What are the necessary elements to actualize that vision of “success”?
- 3) In your experience, how have you seen specific programs or services support that vision?
- 4) What would you want to tell the leaders that run/administer those supports or services?

Small Group Tasks

- Top 3 Priorities
- Top 3 Big Ideas
- Top 3 Unanswered Questions



What does “success” look like for parents, caregivers, and/or families?	• No single measure of “success” – participants indicated desire for stability first and then supports for further family and child development (e.g. child care, college funds for children, ability to acquire a car) • Sense of belonging
What are the necessary elements to actualize that vision of “success”?	• Mental health support, for parents, children, and for human services staff • Support for co-parenting • Cultural congruency trainings for staff and hiring staff with lived experience • Address benefits cliffs
In your experience, how have you seen specific programs or services support that vision?	• Family councils developed with known community leadership support • Grandparent subsidies • Education and job training, especially supports for higher education access • Fostering generational wealth
What would you want to tell the leaders that run/administer those supports or services?	• Listen to families first & practice empathy • Understand there is no one uniform situation – each family situation is different • Invest in what works • Prevent and address frontline staff burnout • Find opportunities for collaboration and coordination



WICSEC



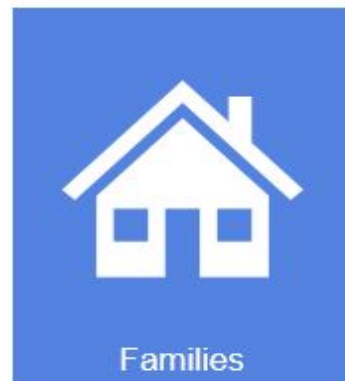
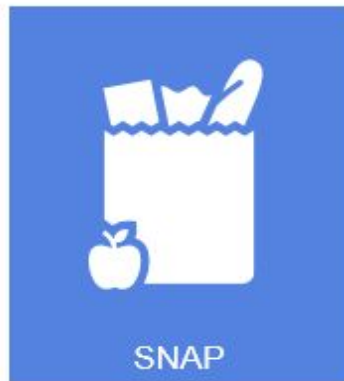
Framework Components

11:00 AM - 11:05 AM





Partners in Coordination & Collaboration



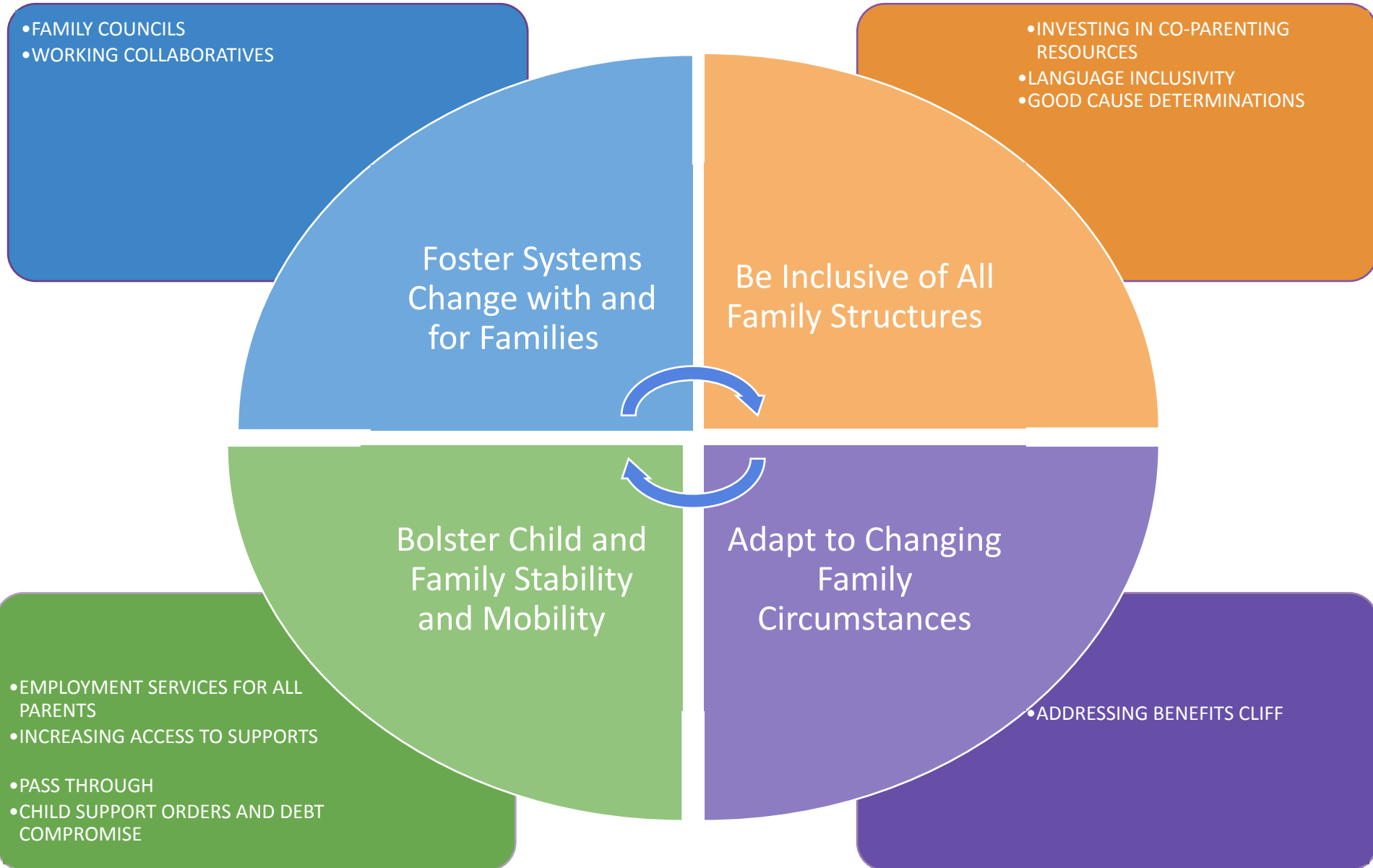


Factors Influencing Collaboration

Leadership	• Setting a holistic vision for the agency (or across agencies with agency counterparts) • Implementing effective communication among all staff levels of policy changes and monitoring implementation • Routine meetings among leaders within a program and across programs • Creating, fostering relationships with state legislators and federal partners • Participation in collaborative or state-wide special initiatives
Staffing	• Staffing availability for co-location of teams • Availability for special partnerships or collaboratives • Availability for cross-training and routine information sharing with other program staff. • Individualized joint case management
Technology	• Development of systems to enable routine data sharing on shared participants across programs • Utilizing technology to make it easier for clients to initiate and remain engaged • Tools and portals allowing clients to view, understand, apply, and receive information about an array of economic support services
Government Structure	• Which agency child support and its sister programs sit in affects strategies for collaboration • State administered vs. County administered programs require different strategies • Ease of access to available databases impacts partnering
Perception & Awareness	• Misconceptions of the current values, goals and willingness to partner, particularly in relation to child support, can damage partnerships • Knowledge of state-level policy and practice options and incorrect assumptions that current structures are set in federal law • Agencies and programs must counter poor public perception of economic supports



Key Considerations for Strengthening Connections





Putting It Into Practice

11:05 AM - 11:35 AM





Family Stability Services Enterprise

Family Need



Eligibility and Enrollment

Healthcare Referral

Abuse and Neglect

Primary Prevention



Benefits

Child Care

Housing

Child Support

Secondary Prevention



Mental Health Services

Job/Skill Training Services

Employment Services

Parental Education

Access and Visitation

Tertiary Prevention



Recovery

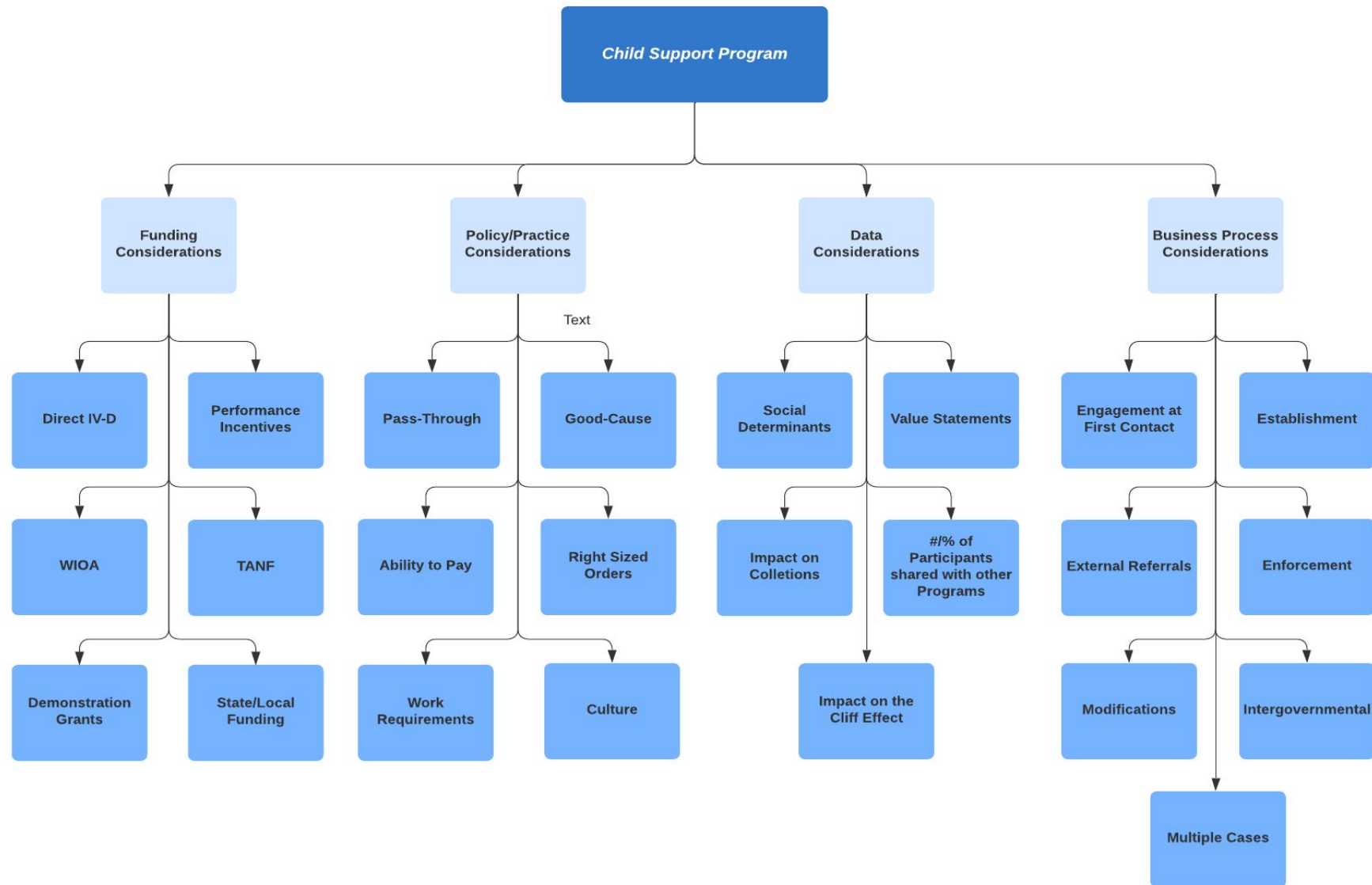
Incarceration

Child Removal

Family Reunification



What to Consider when Expanding IV-D's role in Family Stability





Questions & Thoughts

11:35 AM - 12:00 PM





Family Economic Summit Questions

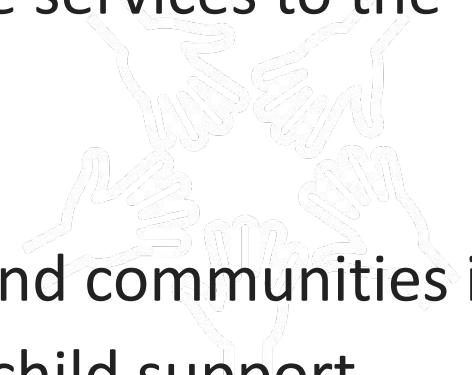
- Question1
- Question 2
- Question 3





Program Questions

- How are agencies and departments leveraging from one another to not only understand their work, but most importantly, to identify opportunities to provide more efficient and effective services to the children, families, and communities they serve?
- How are agencies measuring success with families and communities in areas affecting them beyond the criteria within the child support Federal Performance Measures?





Audience Engagement

- Question 1
- Question 2
- Question 3





Appendices



Appendix 1: Family Economic Mobility Summit – Large Group Discussion

Notes Transcribed

What does success look like?

- Having bare minimum
- Having black children, making sure have a chance at equitable/safe
- Fathers (*parents) - equal parenting time
- Generational curses being broken
- Mental health support
- My daughters have no doubt about what they can do
- It's easy to access what you read in 1 place
- Parents have option to move up career ladder and children have options for 'extra' (extracurricular activities)
- My family can go beyond high school – option to go to college, having funds
- Stability first
- Childcare – able to care for kids
- For grand families, being able to retire

What do we need?

- Mental health supports
- Co-parent forums, parent supports up-front
- Cultural congruency – CS workers should reflect the communities served, LE represented in H/HS workforce
- Education and jobs, such that we don't need a system
- Address benefits cliffs – on ramps, off ramps
- Family oversight of new P&P – no new policy without family council review

Appendix 1: Family Economic Mobility Summit – Large Group Discussion

Notes Transcribed

What worked?

- Family councils – created intentionally, CO & MI
- Education for families on advocacy
- Mix of technology equipped and physical resources
- Grandparent subsidies (DC) but cuts off at 18 even if in high school
- Prosperity Department (MI)
- Support grass-roots non-profits, CBOs – those representatives of families, “procured T/A”
- Give young adults resources and knowledge about life skills and supports
- Grants for college (TN) - 2-year attendance grant
- 211 – equipped with correct information
- Job training – program welfare to work (CA) for all parents, even those not on support

Advice to Leaders

- Listen to families first
- Take their lens off their eyes or put our on
- Have an empathy training
- \$\$\$\$
- Find opportunities for coordination and collaboration
- Make sure you have the right players
- Understand everyone’s situation is different
- Leaders need to practice and center on love
- There are too many programs, stop creating more
- Be available, be accountable
- Families want to know what leaders experience
- Don’t tokenize
- Understand the time-cost of parents
- Leverage the positive impacts by investing in

Appendix 1: Family Economic Mobility Summit – Small Group

Notes Transcribed

Top 3 Priorities

Group 1:

- Families are already in the room when key decisions are made, not just “invited to the table” and fairly compensated
- At the federal level, a pathway is created to focus on parenting supports for families inclusive of time with children and co-parenting
- Understand and solve for benefits cliffs for all parents, caregivers, and families

Group 2:

- Eliminate enforcement for being punitive
- Early intervention with incentives (schools and hospitals) and in communities (home-based programs, workforce development, providing bonuses)
- Cross agency communication and implementation with agencies that have lived experience; (Cross-training, empowering young people, and improving parenting styles); (Power dynamics/buy-in power, mandatory training for workers)

Group 3:

- Have families at the table
- Mental health support (for families, parents, and human services staff to prevent worker burnout)

Appendix 1: Family Economic Mobility Summit – Small Group

Notes Transcribed

Top 3 Big Ideas

Group 1:

- One physical and one form to access all benefits and supports for families (and it's easy)
- Redefine “family” and “household” to be adaptable to the realities of families and the multitude of configurations (for purposes of accessing benefits and services)
- Human services (and parallel supports/system) are restructured with families’ needs in mind, consistency across states and counties, and with an equity lens (NEW SYSTEM)

Group 2:

- Parenting Classes in middle schools
- Streamline paperwork – data sharing, info accuracy, one stop shop + assess their effectiveness
- Open and courageous conversations
- Education/Outreach
- Child Support education in high schools

Group 3:

- Government programs form partnerships with community leaders to create family advisory boards
- Implement department-wide empathy and cultural congruency trainings
- Economic Support Navigation Hub - “one stop shop”

Appendix 1: Family Economic Mobility Summit – Small Group

Notes Transcribed

Top 3 Questions

Group 1:

- What should the role of the state/agency in co-parenting
- Are systems, policies, and practices created with a trauma informed lens? What resources does the workforce have for their own well-being? What does workforce wellbeing look like?
- What does fair, equitable compensation look like?
- How do we create cultural congruency in human services?

Group 2:

- Wellness of children --> leverage data, look at wellbeing factors, fair wages and burnout; connecting and building relationships and trust with customers; define non-custodial parents and increase father engagement. Change or eliminate
- Engagement of absent parents. “What are promising strategies to engage absent parents?” “Who are parents/co-parents/absent”
- What are agencies doing with unintended and intended consequences of child support determination and modification
- What are racial and systemic impact

Group 3:

- Do you move human/social services workers around to prevent worker burnout?
- Why do all states have such different systems?
- Why is there no transitional program to assist individuals off of economic support programs?

Appendix 2: Resource Library



[The Exploring Child Support – TANF Partnerships Community of Practice resource library](#) is a standing collection of research, articles, briefs, webinars, and other resources for policy and decision makers to reference. The resource library also holds previous presentations from the community of practice.