



HMRP
HEALTHY MARRIAGE & RESPONSIBLE FATHERHOOD

A Community-Based Healthy Marriage & Responsible Fatherhood Workforce Strategy

Penny Dorsey Tinsman
ICF International



The Need

- Lack of consensus on the best models for economic stability activities and services
- Gap in knowledge of economic stability activities and services implementation
- Challenges with integrating economic stability into Healthy Marriage and Responsible Fatherhood programs

Development of the Conceptual Framework

- The conceptual framework evolved from findings that emerged from three steps:

Developed White Paper

- Intensive analysis of the most recent peer-reviewed research regarding effective economic stability programming

Conducted Site Visits

- Field tested the components of the conceptual framework via site visits to promising employment programs serving high-need, low-income individuals

Convened Expert Review

- Engaged expert researchers, practitioners, and policymakers to inform and refine the framework and formulate recommendations for its implementation across HMRF programs

Conceptual Framework

Helps HMRF grantees understand the building blocks of an ESWD program from outreach/recruitment to job placement and follow up through a highly networked system of in-sourced and outsourced services. The two parts of the ESWD Conceptual Framework are the **Conceptual Model** and **Conceptual Process Map**.

Conceptual Model and Process Map

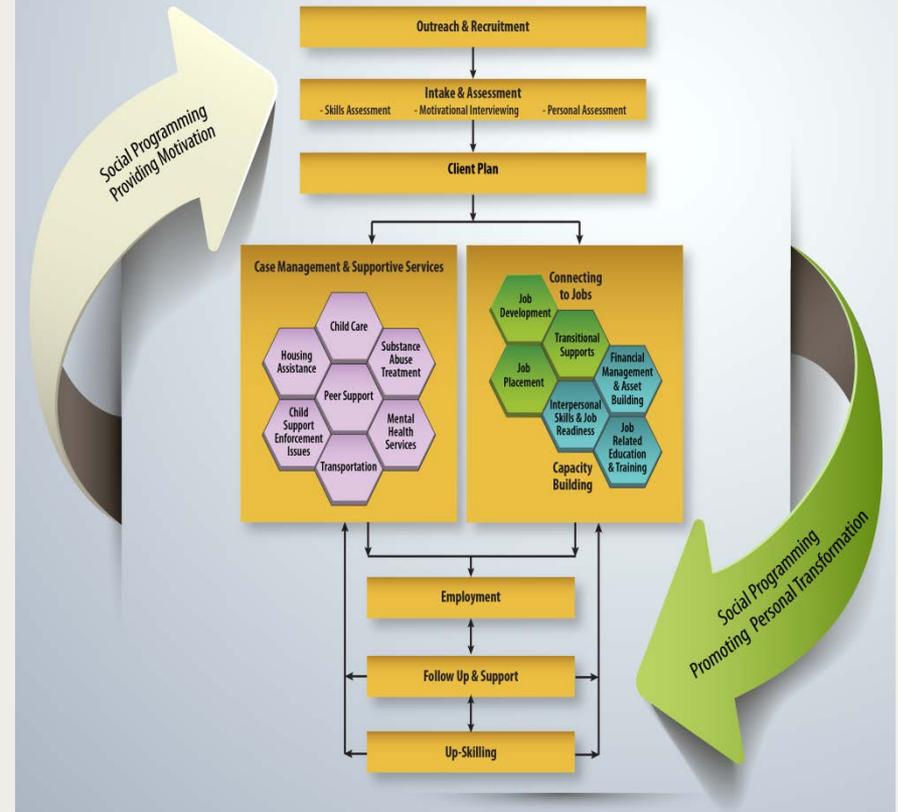
The two parts of the ESWD Conceptual Framework are the:

- **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 the program

Conceptual Model of A Community-Based HMRF Workforce Strategy



Conceptual Process Map of a HMRF Community-Based Workforce Strategy



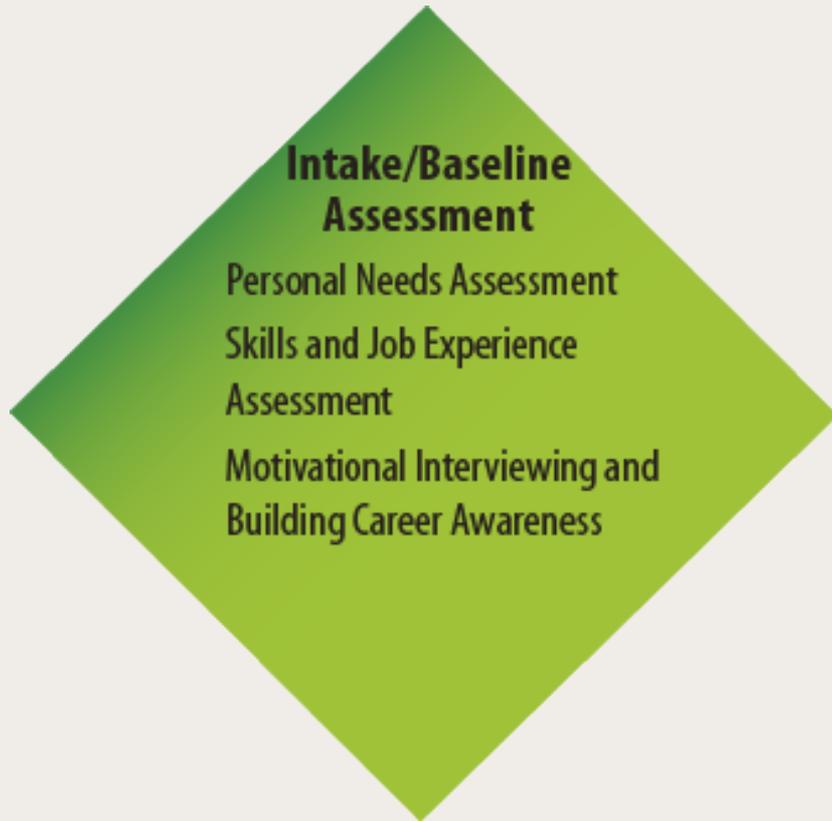
Conceptual Model of an HMRF Community-based Workforce Strategy

The Conceptual Model comprises four major components:

- *Intake/Baseline Assessment*
- *Capacity Building*
- *Connecting to Job Openings*
- *Work Retention and Career Advancement*

Case Management, Client Plan and Supportive Services connect these components into an integrated whole.

Intake and Assessment*



- Assessment / Screening for personal needs and barriers
 - Personal Challenges & Strengths
 - Logistical & Human Capital Barriers
- Assessment of Job Skills and Experience
 - Aptitude and Ability Tests
 - Interest and Personality or Management Style Inventories
- Motivational Interviewing
 - Build motivation
 - Career navigation

*Outreach & Recruitment

- Targeting high-need/low-propensity recruits (e.g. minority/low-income males)
- Timing of services (e.g., finding participants who have both a need and the motivation to make a change)

Case Management, Client Plan and Supportive Services



Case Management , Client Plan and Supportive Services

- Matching plans to client objectives
- Coordinating services across providers
- Creating personal connections with participants
- Assisting participants in navigating service system
- Connecting clients to services to address personal challenges

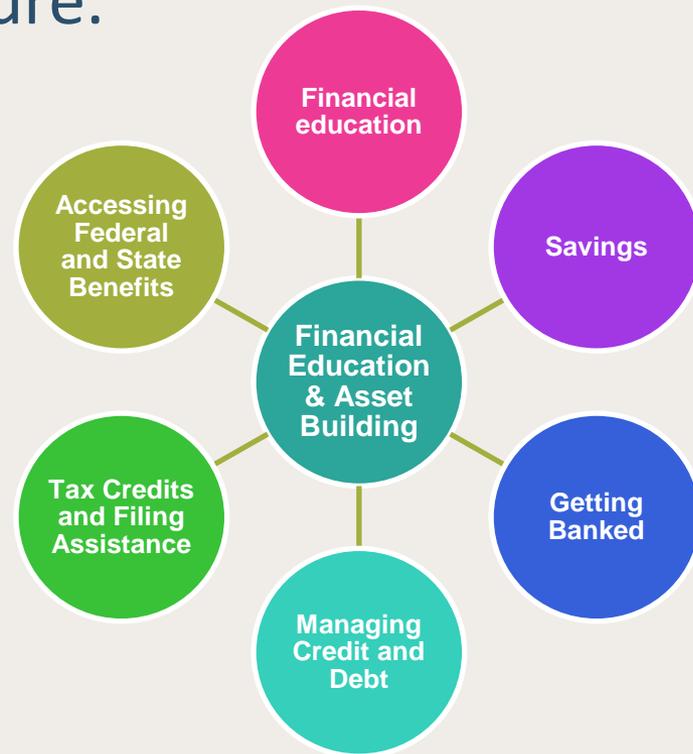
Participant Capacity Building



- Financial Management and Asset Building
 - Managing credit and debt
 - Mitigating Child Support Arrearage (new to this part of the model)
- Interpersonal Skill and Job Readiness
 - Soft Skills
 - Job Search Skills
- Job Related Education and Training
 - Basic Educational Needs
 - Focused/Job-specific training (often provided by community partners)

Spotlight: Financial Education & Asset Building

- Achieving economic stability is about the ability to balance income and expenses to meet today's needs while preparing for the future.
- Six strategies are suggested for helping low-income individuals manage their finances:

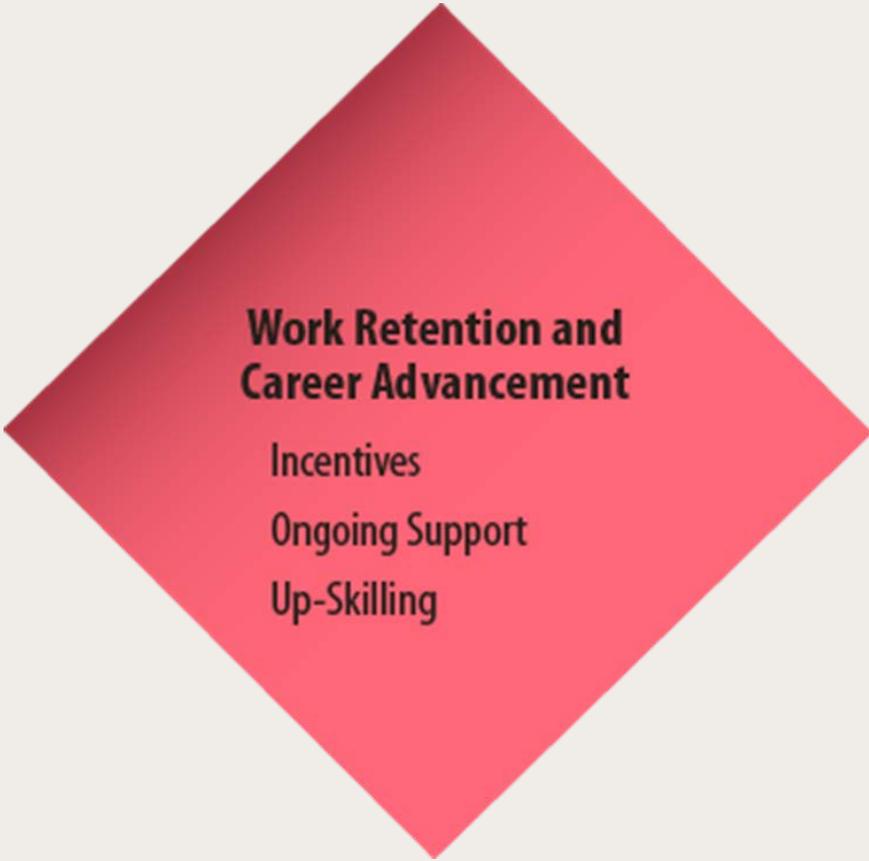


Connecting to Job Openings



- **Job Development**
 - Build relationships with potential employers and other partners
 - Social entrepreneurship
- **Job Placement**
 - Focus on value-added for employers
 - Prepare employers for role as job coach
- **Transitional Supports**
 - Subsidized & Transitional Employment
 - Internship/ Apprenticeship

Work Retention and Career Advancement



Work Retention and Career Advancement

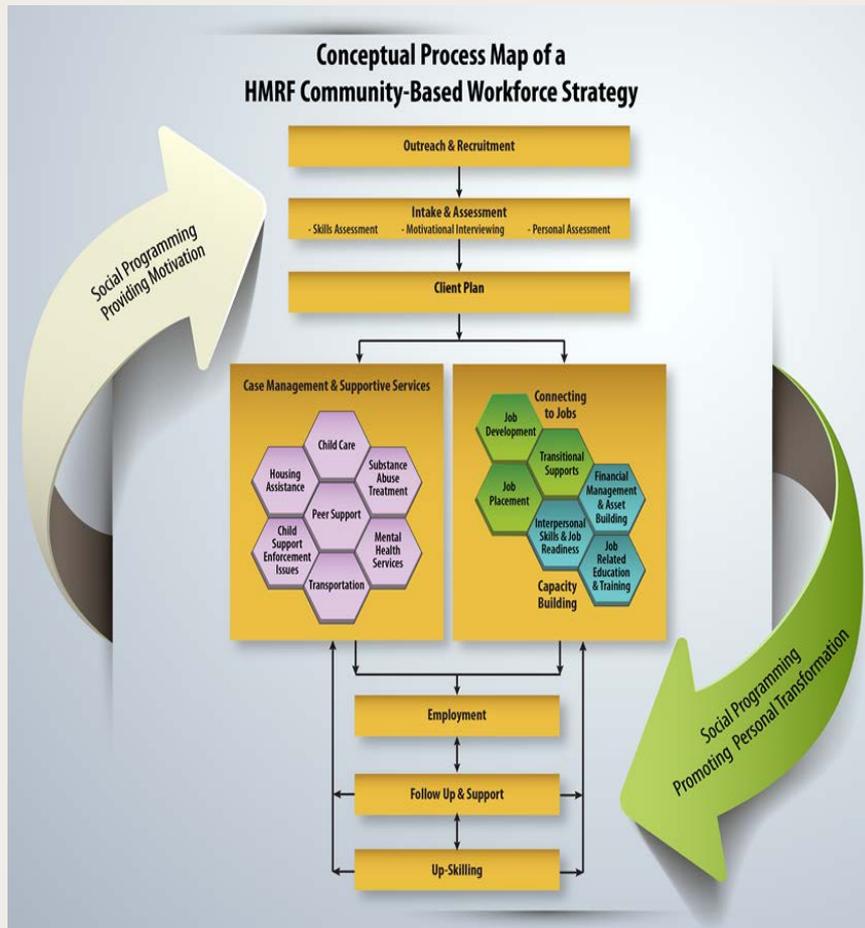
Incentives

Ongoing Support

Up-Skilling

- Incentives
 - Common in private sector (e.g., bonuses)
 - Earned Income Tax Credit Benefits
- Ongoing Support
 - Need continuity in staff supports
 - Address new barriers and challenges that may arise
- Up-skilling/career advancement and enhancement

Implementation of Conceptual Model: A Process Map



- The Conceptual Process Map provides a guide on how grantees will implement the Conceptual Model
- Although the Conceptual Model is flexible and non-linear, the Process Map demonstrates the desired outcomes (acquisition of employment and skill/income advancement) and the flow of engagement as experienced by the participant

Contextual Factors that Impact Implementation

- Motivation and personal transformation
 - When people are ready to change their lives, give them the skills
- Utilization of Labor Market Information
 - Programs need support to understand labor market conditions as part of developing career pathways in demand industries with potential for advancement
- Recognition of aspects of cultural sensitivity to the target population
 - Programs need to recognize and accept the cultural diversity among participants and its impact on service delivery

Conclusion

Together these programmatic components and services will help OFA and OFA grantees to distill, share, and incorporate research-validated practices into HMRF programs and the other federally funded economic stability initiatives. This Conceptual Framework should assist grantees in closing the knowledge gap and provide a basis for improving programs at both the agency and funder level.

Healthy Marriage and Responsible Fatherhood Website:

Hmrf.acf.hhs.gov