



# ENGAGING THE WHOLE FAMILY

OVERVIEW & EVOLUTION OF WHOLE FAMILY APPROACH

PART I





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# THANK YOU!!!!



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**This series is being presented through a partnership with the Lincoln Hills Development Corporation and the Indiana Community Action Poverty Institute.**

# AGENDA

- Define the Whole Family Approach
- The importance and evolution of the Whole Family Approach
- Key concepts when taking the Whole Family Approach
- Review findings from Whole Family Approach programs

# WHAT IS THE WHOLE FAMILY APPROACH?

- A **family-led** strategy that intentionally and simultaneously works with children and adults in their lives to achieve their goals together.
- Preventative
- Long-term change
- Stability
- Well-being
- Data driven
- Grounded in equity
- Centers around partnerships

# THE TERM WHOLE FAMILY VS 2 GEN





# HISTORY OF THE WHOLE FAMILY APPROACH

## **Additional Terms Used Interchangeably**

- Intergenerational
  - Multigenerational/Multi-Gen
  - Dual Gen
  - Generation to Generation/Gen2Gen
- Term 2Gen developed in the 1980s by The Foundation for Child Development, and in 2012 Ascend at the Aspen Institute developed the framework.
  - The Whole Family Approach was developed by the Pascale Sykes Foundation.
  - The Whole Family Approach predecessors include Family Literacy Program, Head Start, Settlement House Movement, Family System Theory, Common Assessment Approach, Think Family Approach and many others.



# THE NEED FOR A 2 GEN APPROACH

- Men's labor force participation decreased by nearly 10% between 1970 and 2007.
- Women comprise half of the U.S. workforce, up from one-third in 1970. One-third of working mothers were their families' sole provider.
- More than one in five U.S. children lived in poverty, while more than two in five were low-income.
- A higher percentage of U.S. children live in single-parent households than do children in all other industrialized countries.
- Children in single-mother families had disproportionately high rates of poverty.
- Low levels of educational attainment and poverty are strongly correlated.
- A body of research demonstrated the connection between maternal education and child outcomes.

# THE EVOLUTION OF HUMAN SERVICES

Opportunities to do the following:

- Advance racial and gender equity
- Advance physical health and mental health
- Model and measure social capital's impact on family outcomes
- Advance early childhood development, learning, and care
- Advance postsecondary and employment pathways
- Advance economic assets
- Work more effectively and equitably within and across agencies
- Elevate field capacity for using data, making continuous improvement, and evolving evaluation and rapid-cycle learning



# KEY CONCEPTS



## CONCEPTS OF THE WHOLE FAMILY APPROACH

It recognizes that each family unit is defined differently and has unique needs.

It recognizes that families know what they need and want in life.

Family members work together to set goals, create a plan, establish, and maintain their stability and well-being.



# IMPLEMENTATION

## Building Blocks

Four components that are critical to the successful implementation of the Whole Family Approach:

1. Working families or able to work (recommended two dependable adult caregivers)
2. Develop long and short-term goals
3. A team of agencies must partner with the family to reach their goals
4. Collaborating agencies must meet regularly to collectively manage family plans, share data, and synchronize efforts



# GOALS

## Family

- Seeks to create long term behavior change and outcomes (break the poverty cycle)
- Improve financial security, educational attainment, and familial relationships

## Agency

- Change organizational structure and culture by creating wrap around customized services, and a no wrong door approach
- Plans can be pilot or scaled

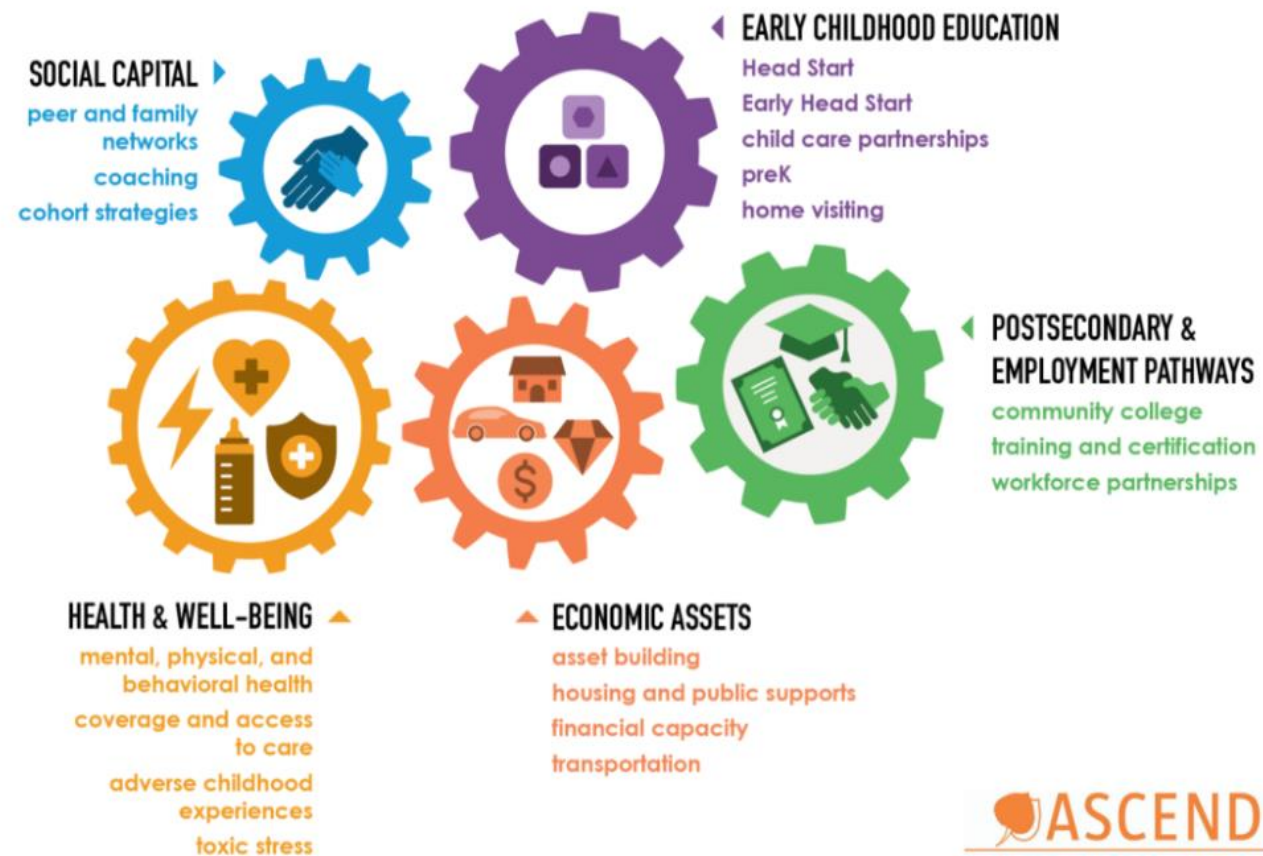




## 5 FOUNDATIONAL PRINCIPLES

1. Measure and account for outcomes for both children and their parents (or the adults in their lives)
2. Engage and listen to the voices of families
3. Ensure equity
4. Foster innovation and evidence together
5. Align and link systems and funding streams

# FIVE KEY COMPONENTS OF THE WHOLE FAMILY APPROACH





**Children:** Ensuring children’s access to high-quality early childhood development and to enriching, quality school and education experiences as they grow older.

**Relationship:** Structuring robust parent engagement strategies, including parent education and social emotional supports, to help them meet the health and developmental needs of their children as well as their own.

- Designed to address multiple problems

**Parents:** Providing parents with high-quality financial education, family-supporting-wage workforce development services, and access to other supports that enable them to achieve financial stability.

# PARTNERSHIPS FOR WHOLE FAMILY APPROACH

- Community Centers
- Head Start/Early Head Start
- Work Force Development
- Community Colleges
- Housing Agencies
- K-12 Schools
- Local governmental agencies
- Public Libraries
- Clinic
- Banks



# WHOLE FAMILY APPROACH

IN PRACTICE FINDINGS

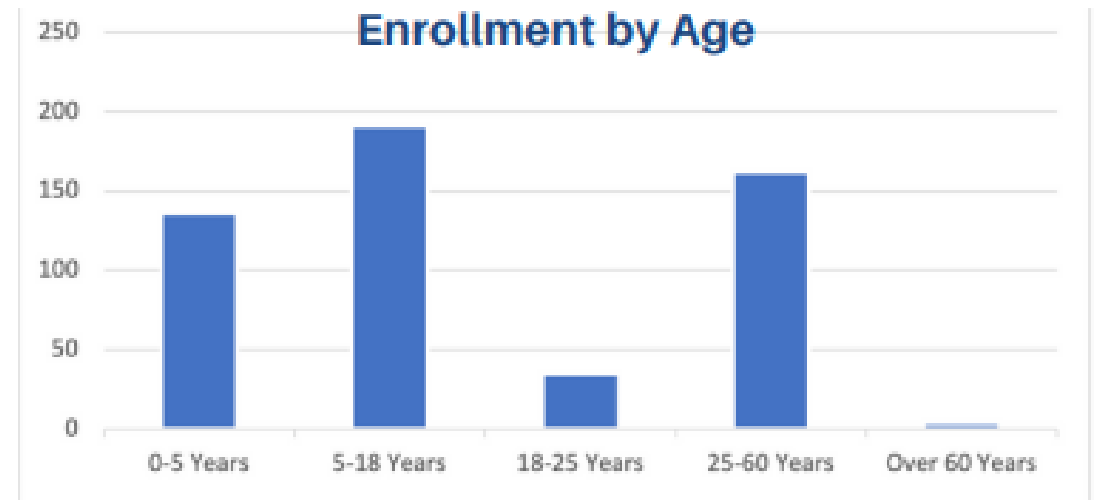


# WHOLE FAMILY PILOT PROJECT IN VIRGINIA

- The Virginia Department of Social Services and Community Action
- 6 CAAs: Hampton Roads Community Action Program, The Improvement Association, New River Community Action, People Inc., STEPS, Inc., Thrive Virginia
- 4 year pilot project 2020-2023
  - 2020: 61 families, 2021: 91 families; 2022 124 families; 2023 149 families
- National Community Action Partnership assisted with training and technical assistance
- Family –centered coach was placed at each sight (cohort meetings, coaching calls, EmpowOR trainings, webinars)

# DEMOGRAPHICS

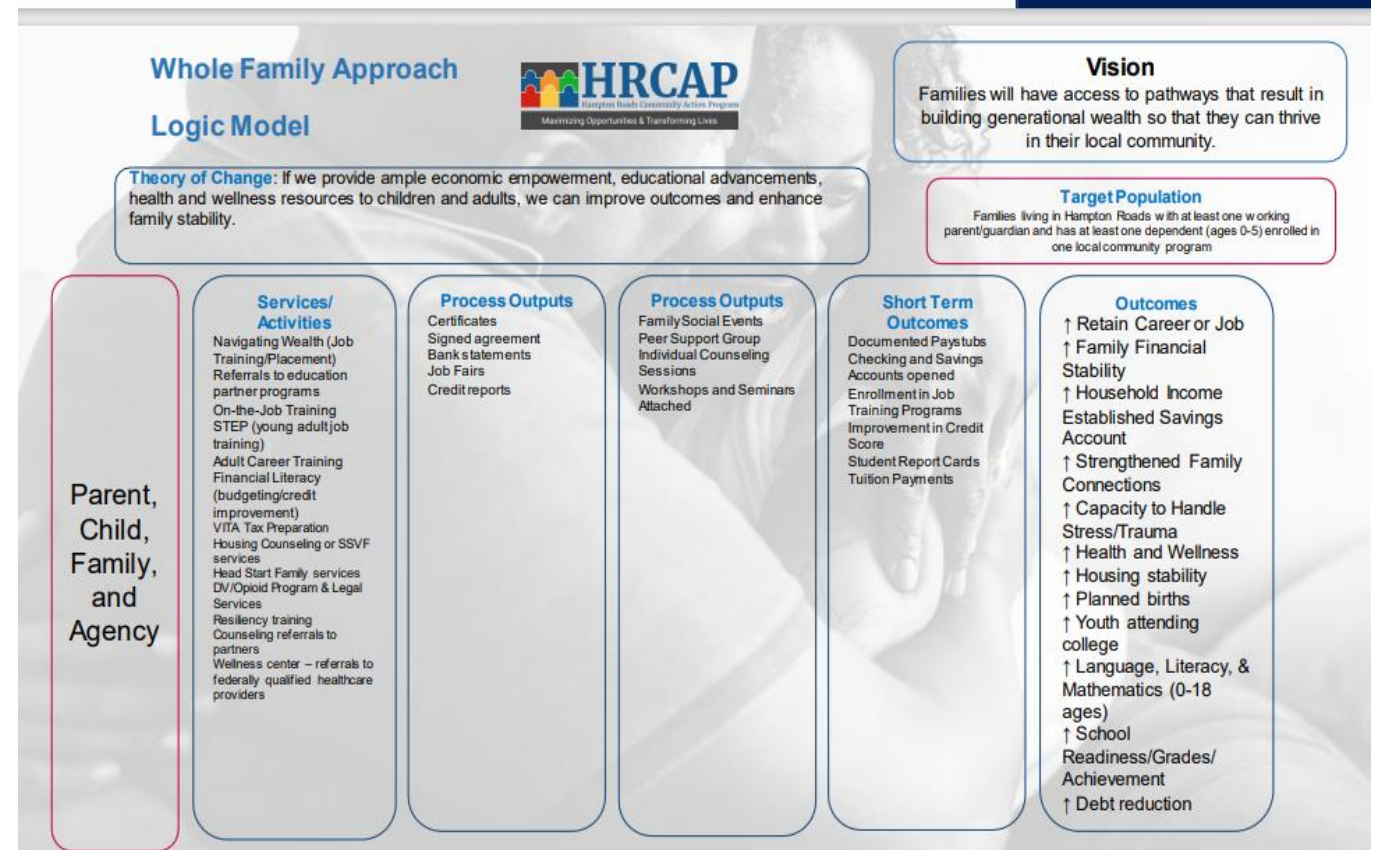
- Enrolled 149 households representing 528 individuals
- 67.11% single-parent female households, 22.15% two-parent families
- 74.11% of adults have a high school diploma/GED or less





# DESIGN PROCESS

- Designed theories of change and logic models
- Implementation and development tool for evaluation (Life Scale and Family Success Plan)
- Data collection software EmpowerOR
- Outcomes & Results



# IMPLEMENTATION STRATEGIES

- Quarterly families were assessed and coaches worked with families to evaluate goals (Life Scale Assessment)
- Pilot sites incorporated parent feedback into programs
- Expanded partnerships to include places like public libraries and businesses such as Chick-fil-A
- Flexible financial assistance was provided

## Financial Assistance to Families July 1, 2022-June 30, 2023

Financial Assistance Categories	HRCAP	TIA	NRCA	People Inc.	STEPS	Thrive VA	Total
Transportation (fuel, car payments, insurance, car repairs, inspection, registration)	\$3,602	\$14,816	\$14,878	\$3,511	\$23,023	\$14,872	\$74,702
Housing (rent, mortgage, utility, repairs)	\$55,142	\$15,676	\$21,248	\$3,306	\$12,170	\$10,877	\$118,418
Food and Other Household Items	\$730	\$20,069	\$5,949	\$846	\$850	\$4,082	\$32,527
Family-Centered Activities (mental health counseling, other family support)	\$1,285	\$14,905	\$0	\$2,397	\$0	\$5,522	\$24,110
Workforce Development & Education (training, job support, tuition, student debt)	\$1,419	\$0	\$6,169	\$3,705	\$1,212	\$0	\$12,505
Child Care	\$900	\$2,250	\$4,622	\$0	\$0	\$1,561	\$9,333
Technology & Equipment (internet, laptop, tablet)	\$822	\$0	\$1,130	\$1,316	\$996	\$0	\$4,264
Other (dental, school supplies, etc.)	\$0	\$0	\$2,104	\$211	\$8,750	\$0	\$11,065
<b>Total</b>	<b>\$63,899</b>	<b>\$67,716</b>	<b>\$56,101</b>	<b>\$15,292</b>	<b>\$47,002</b>	<b>\$36,914</b>	<b>\$268,924</b>

# KEY OUTCOMES

- Living wage employment/ increased income
- Post-secondary educational attainment/diploma, degree or certification
- Increased family financial stability/ debt reduction
- Establishing a savings account
- Strengthened family connections/positive parenting behaviors
- Increased capacity to handle stress/trauma
- Improved health and wellness
- Housing stability
- Increased planned births/ Healthy babies
- Increased language, literacy, and mathematics for children (ages 0–18) / increased school readiness and achievement
- Increase connection to community
- Access to reliable transportation
- Improve physical, social, and emotional, and mental health well-being

# HAMPTON ROADS COMMUNITY ACTION PROGRAM WHOLE FAMILY APPROACH INNOVATION LAB

- Computer lab
- Game room
- Food pantry
- Clothing closet
- Housing counseling
- Supportive services for Veterans



Courtesy of Hampton Roads Community Action Program

# What does success in Whole Family look like?

- ✓ Starting a dispatching truck company.
- ✓ Enrolling in and completing a Nail Tech Certification Program.
- ✓ Increasing credit score by 70 points.
- ✓ Purchasing a new vehicle.
- ✓ Starting a custom accessory business.
- ✓ Obtaining affordable housing.
- ✓ Becoming Employed Full-Time.



- ✓ Achieving Quarterly Honor Roll.
- ✓ Obtaining a healthcare certification.
- ✓ Opening and maintaining a savings account.
- ✓ Enrolling in post-secondary education to earn a bachelor's degree.
- ✓ Starting an edible fruit company.





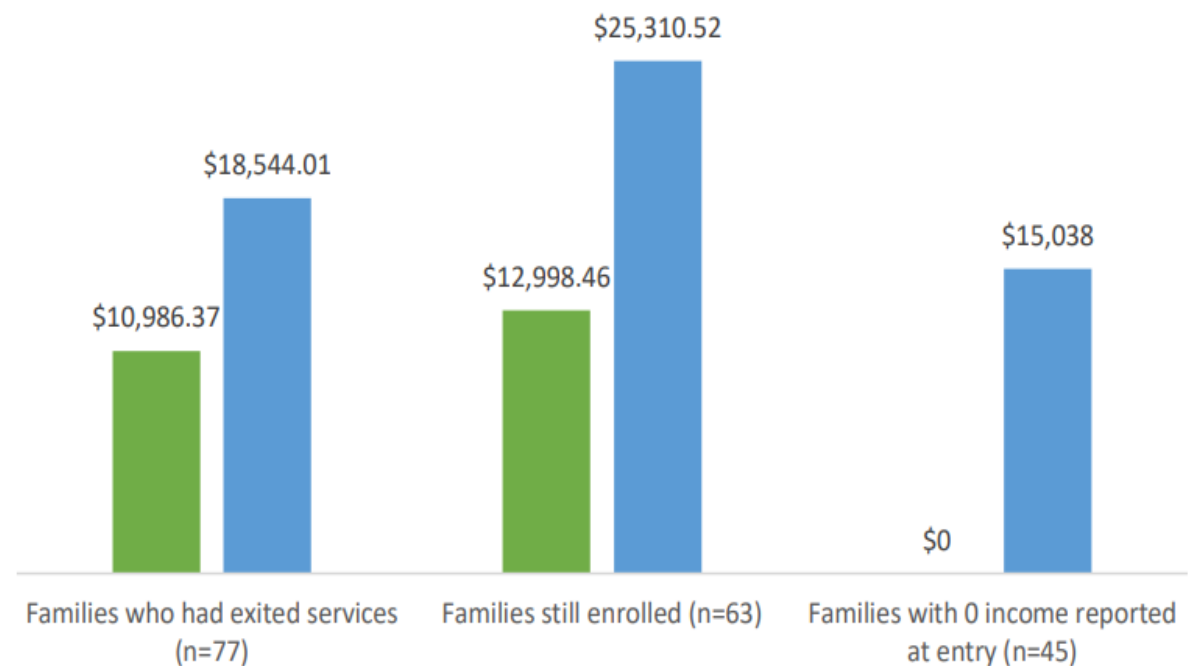
# Whole Family Guiding Coalition Partners

- Families (customer experiences) and Staff
- Newport News Public Libraries - Pearl Bailey Library
- Childcare Provider - Eagles Nest Learning Center
- After School Programming - C. Waldo Scott Center
- Community Barbershop - Esquire Barbershop
- HUD Lift and Connect EnVision Center
- Sentara Healthcare
- Urban League of Hampton Roads
- Public School District (NNPS, HCS)
- VA Dept of Housing and Community Development
- Local Department of Social Services/Human Service Departments
- Bank of America
- Truist Bank
- United Way of South Hampton Roads
- United Way of Virginia Peninsula
- VA Peninsula Foodbank
- Riverside Healthcare
- Optima Health
- LISC Hampton Roads
- Local EDA (Newport News, Hampton, and Chesapeake)
- Newport News Police Department
- Virginia Beach Fire and Rescue
- VA Department of Health – Peninsula District
- Diane Smith, LCSW

# INCOME RESULTS

- 57.05% of families increased their earned income
- 13.42% of families decreased their earned income
- 16.11% of families had no earned income change
- 13.42% of families haven't been in the pilot long enough to assess income
- On average families income increased while enrolled by nearly \$9,700
- 31 fewer households are experiencing severe poverty (income below 50% of the of poverty)
- Nearly  $\frac{3}{4}$  of parents are working

Chart 4. Changes in Income over Time by Type of Case





# ADDITIONAL FINDINGS

## Parent, Child, & Family Outcomes

**33**

Unemployed adults obtained employment (less than living wage)

**30**

Unemployed adults obtained employment (living wage or higher)

**25**

Adults obtained certification, credential, or degree

**48**

Families improved financial well-being

**27**

Children 0-5 year old improved emergent literacy skills

**22**

Children ready for kindergarten

**75**

Children 1st to 8th grade achieving at grade level

## Program Satisfaction

A survey revealed 93% of families were extremely satisfied with the support and services they had received from the Whole Family Project.



# FUTURE ACTIONS/LESSONS LEARNED

1. Engage with an evaluation and research firm to expand research capacity and support in year five.
2. Further identification and refinement of measurement tools and assessments is needed to make sure that reliable and valid tools are being used to measure outcomes and results outlined in the theories of change and logic models.
3. Data analysis capacity is needed at the site level to inform what is working and to help sites use and understand their data so decisions can be made to continue improving the interventions and document learning for future replication. For example, improved data quality and data capabilities will help identify the level of income change families are achieving.
4. Provide training and tools for benefit cliff planning.
5. Support pilot site efforts to: collaborate, track child progress and outcomes.
6. Support efforts to scale and sustain whole family approach across organizations and externally with others in the pilot site communities.
7. Identifying funding that can be blended and braided to support whole family approach practices such as coaching, and removal of barriers blocking family progress on employment and education goals.

# QUANTITATIVE EVIDENCE OF COLLABORATIVE IMPACTS DURING COVID-19

## Findings of 8 collaborates in New Jersey where the Whole Family Approach was utilized:

Rutgers University and the Pascale Sykes Foundation

- 73 adults (63% female, age 20-68)
- 78.5% Helpful
- 81.6% Satisfied with services
- 75% of adults rated their relationship with their child as very good or excellent
- 56.7% reported discussing school, their future, health, or money often or always with their child
  - 29.9% discussed them sometimes
- 63.2% of adults indicated that their family helps them; 61.2% they get emotional support from their family
- 82% rated their own health as good, very good, or excellent
- 90.8% reported no to mild stress, 7.7% moderate stress, 1.5% high stress (staff reported families expressed stress, fear, and anxiety and new mental health concerns caused by the pandemic)

**SOCIAL CAPITAL**

peer and family networks  
coaching  
cohort strategies



**EARLY CHILDHOOD EDUCATION**

Head Start  
Early Head Start  
child care partnerships  
preK  
home visiting



**HEALTH & WELL-BEING**

mental, physical, and behavioral health  
coverage and access to care  
adverse childhood experiences  
toxic stress



**ECONOMIC ASSETS**

asset building  
housing and public supports  
financial capacity  
transportation



**POSTSECONDARY & EMPLOYMENT PATHWAYS**

community college  
training and certification  
workforce partnerships

# REVIEW

- Family led
- Integrates and aligning parental and child needs
- Services are provided with sufficient intensity and duration to achieve long-term change
- Focused strategies to break the poverty cycle and build familial relationships
- Strong coalition relationships
- Intentional data collection and evaluation tools

## WHY THE WHOLE FAMILY APPROACH?

- Proven to improve economic, familial relationships, and well-being by recognizing that the family is the expert of their needs.



**THANK YOU!!!**

JOIN US AGAIN ON JULY 16<sup>TH</sup> @ 12 PM CST

