



Workforce Development

2-Gen – Pathways for Families Measurable Outcomes

Goal: Families attain financial security through robust financial education, workforce/career exposure and increased economic assets.

Target Population	Client Goals	Inputs & Interventions	Short and Medium-term Outcomes	Indicators / Metrics	Outputs / Measurement Tools
Children	Child has a model for economic success.	Support for child to meet their social, health, and well-being goals: <ul style="list-style-type: none"> • Access and referrals to Subsidized, stable, high-quality Early Childhood Education (ECE) programs • Access and referrals to Out of School Time (OST) programs for school-agers (S.T.E.A.M, sports, and At-Risk services). • Mentoring programs • College / Career Prep programs • Case management services • Peer support groups or systems (ex: Boys Scouts, Girl Scouts, Junior Achievement, etc.) 	<ul style="list-style-type: none"> • Improved school performance (grades and achievement) • Improved school attendance • Less juvenile criminal behavior • Increased involvement in their local, national, or global community. • Increase respect for themselves and others. • Free FAFSA and scholarship workshops. 	Student Success <ul style="list-style-type: none"> • % of # of students that have college / career exposure. 	<ul style="list-style-type: none"> • Access measures. • Participation Measures • Pre/post-test knowledge. • Number of Individuals participating; outputs count • Closed loop referrals.
Parents	Parents strive to climb the career ladder. <ul style="list-style-type: none"> • ESL • ABE • GED/HS • Career training • Certification • AA degree • BA degree • Apprenticeships 	Support for parent to meet their social, health, and well-being goals: <ul style="list-style-type: none"> • Case management services • Free or low-cost coursework leading to credential, degree, marketable skill. • Study support / Tutoring or remedial coursework • ESL combined with workforce training • Interview and resume skill building • Job retention skill building • Job services (connecting parents to jobs) • Wage supplements • On-the-job training 	<ul style="list-style-type: none"> • Parent satisfaction with services • Parent persistence through coursework. • Parent completion of course work with satisfactory results • Measurable skill development • Credentials earned • Improved earnings • Job stability • Job quality • Positive movement AZ Self-sufficiency scale 	Parent Success <ul style="list-style-type: none"> • % of # of parents who can define and work towards their career goals: <ul style="list-style-type: none"> ○ Certificate ○ Trade ○ College ○ Increased participation in job training. 	<ul style="list-style-type: none"> • Parent participation and completion rates • Pre/post-test knowledge. • Closed loop referrals.
Family Unit <i>Complementary and reinforcing, aligned with Parent or Child interventions</i>	Family is empowered and stable.	Support for family to meet their social, health, and well-being goals (Wrap around family support): <ul style="list-style-type: none"> • Subsidized housing • Financial literacy classes and coaching • Peer support systems • Social gatherings to reduce isolation 	<ul style="list-style-type: none"> • Reduced family mobility • Asset building • Tangible financial plan • Better credit scores • Reduced usage of pay day loans, high-cost check cashing 	Family Well-being <ul style="list-style-type: none"> • % of # of families that increased economic status and stability. • % of # of families whose basic needs are continuously being met. <ul style="list-style-type: none"> ○ Subsidized or free childcare ○ Assistance & Services ○ Training (Job & Financial management) ○ Food / Shelter ○ 24 hr. Hotline for mental / health / social needs.) 	<ul style="list-style-type: none"> • Access measures. • Participation Measures. • Family pre/post surveys for services. • Closed loop referrals. • Family pre/post surveys to assess education and income level changes • Closed loop referrals.



2-Gen – Pathways for Families *Strategies for* Workforce Development

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Support family financial security through financial education, coaching, and ongoing support.



This strategy aims to ensure that financial education, coaching, and ongoing support are accessible to families served through a 2-Gen approach so more parents can improve their financial security.