



# NASCSP

# 2020

# WINTER

## Training Conference

## “Breaking Barriers, Maximizing Impact”

February 24-28



# Breaking Down Barriers, Maximizing Impact

## Sisifo Taatiti, Utah

Andrew Etue, Washington

Matt Fitzgerald, Virginia

Jose Acosta Silva, Puerto Rico

National Association for State Community Services Programs | [www.nascsp.org](http://www.nascsp.org)



**WORKFORCE  
SERVICES**  
HOUSING & COMMUNITY  
DEVELOPMENT

# Linkages with Other Anti-Poverty Programs

# DEPARTMENT OF WORKFORCE SERVICES

- HOUSING AND COMMUNITY DEVELOPMENT
- WORKFORCE DEVELOPMENT
- CHILD CARE
- ELIGIBILITY SERVICES
- UNEMPLOYMENT INSURANCE
- RESEARCH AND ANALYSIS
- REFUGEE SERVICES
- REHABILITATION



UTAH DEPARTMENT OF  
**WORKFORCE  
SERVICES**

# HOUSING AND COMMUNITY DEVELOPMENT

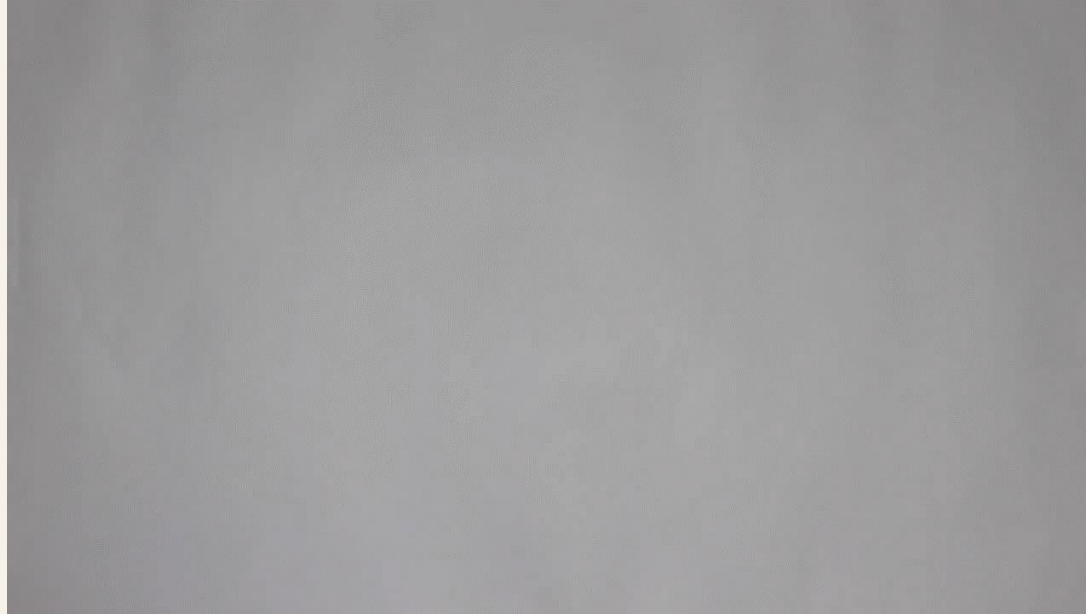
## State Community Services Office

- LIHEAP (Utah HEAT Program)
- Community Services Block Grant
- Emergency Food Assistance
- Earned Income Tax Credit

# CROSS COLLABORATION

- Collaboration Between Divisions
- Collaboration Between State Agencies
- Intergenerational Poverty (IGP) Initiative
  - Bringing programs and communities together
  - IGP 5 and 10 Year Plan Requires Linkages Between Services

# Intergenerational Poverty Initiative



# Linkage Examples

- HEAT and Weatherization Partnership
- Future Categorical Eligibility Between Programs
- CSBG with Community Services

# Contact Information

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# Weatherization And...

3 initiatives to leverage weatherization dollars

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Andrew Etue

WEATHERIZATION COMPLIANCE TEAM MANAGER

FEBRUARY 2020



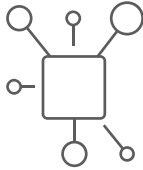
Washington State  
Department of  
**Commerce**

# We strengthen communities

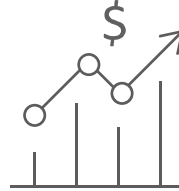
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**HOUSING  
HOMELESSNESS**



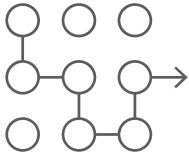
**INFRASTRUCTURE**



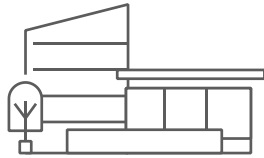
**BUSINESS  
ASSISTANCE**



**ENERGY**



**PLANNING**



**COMMUNITY FACILITIES**



**CRIME VICTIMS &  
PUBLIC SAFETY**



**COMMUNITY  
SERVICES**

1. Pilot Projects
2. Weatherization Plus Health
3. The Energy Project



# 3 Pilot projects

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- Deferrals
- Fuel Switching
- Tribal Rehab

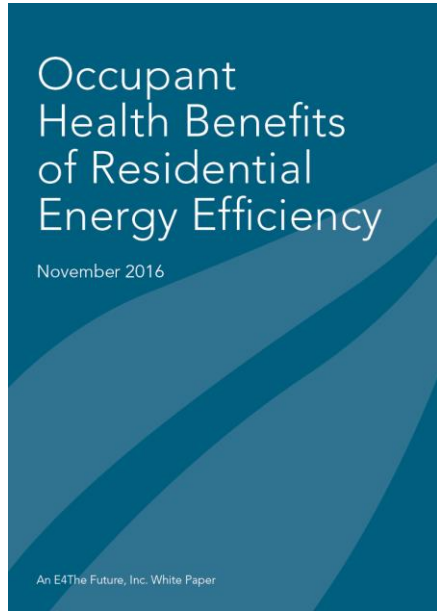
# Deferrals

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- Flexible state funding
- \$25K per project
- City of Seattle using these funds to entice landlord contribution on multifamily
- Complete the repairs needed to move forward with WX
- Vermiculite



# Plus Health Benefits







## Achieving Health and Social Equity through Housing: Understanding the Impact of Non Energy Benefits in the United States

 Green & Healthy Homes Initiative<sup>®</sup>



# Plus Health Components

Traditional Weatherization	Education	Additional Healthy Homes Measures (\$4000+)	Client Support Tools
 <ul style="list-style-type: none"><li>New heating systems or repairs</li><li>Increased ventilation</li><li>Insulation</li><li>Air Sealing</li><li>Low Cost (pipe wrap, showerheads, lighting)</li></ul>	 <ul style="list-style-type: none"><li>Energy and Healthy Homes Education</li><li>Condition specific health education (CHW)</li></ul>	 <ul style="list-style-type: none"><li>Hard Surface Flooring</li><li>Duct cleaning or deep cleaning</li><li>Advanced ventilation</li><li>Roofs, repairs, mold abatement, and plumbing</li></ul>	 <ul style="list-style-type: none"><li>Filtered (HEPA) vacuum</li><li>Green Cleaning Kits</li><li>Mattress dust-mite covers</li><li>Air filters</li><li>Humidity gauges (CHW)</li><li>Medication Spacers/Nebulizers (CHW)</li></ul>



**Build more  
relationships  
with local  
medical  
community**

**Develop  
approaches  
for integrating  
Wx+H  
services**

**Show the  
benefits of  
integrated  
Wx+H  
services**

**Increase  
capacity to  
deliver  
services**

# WX Plus Health Vision



# The Energy Project: What is it?

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- Collaborative effort
- Provide expert testimony utility rate cases
- Facilitate state wide planning sessions
- Legislative hearings regarding low income issues
- Program evaluation
- Strategic planning



# Energy Project: So what?

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- Commerce will apply \$88,952 of 2019 DOE Weatherization Assistance Program funds to co-sponsor The Energy Project.
- 7 million of additional low-income weatherization funding for low-income households last year.
- Protect existing leveraged funds for energy efficiency work.
- Seek companion funding to support the repair and/or health and safety work that is critical to installing energy measures in low-income homes.
- NTS



Washington State  
Department of  
**Commerce**

[www.commerce.wa.gov](http://www.commerce.wa.gov)



# Thank You!

Andrew Etue

WEATHERIZATION COMPLIANCE MANAGER

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# Virginia Community Action Network History

- 31 Agencies, 22 Private, 6 Public, 3 Statewide
- About  $\frac{3}{4}$  of the Privates run Head Start
- Many run Healthy Families
  - **Healthy Families Virginia home visitors are living, breathing** how-to manuals, supporting parents as they establish nurturing parent-child relationships, develop positive parenting skills, provide safe homes, and learn to support healthy child development.
- Many offer Employment Services, Financial Management, Child Care, Parenting Classes, any number of elements that assist parents in families.

# But in general.....

- Agencies with program silo's
- Individual data collection systems for each program, no client management software
- Data collected for reporting
- Not tracking the whole family as a unit
- Making individual referrals for single services
- Assessing needs based on current agency programs/services, not community needs broadly
- Strategic planning for agency initiatives driven by funding, immediate situation, not using needs assessment

# Prior to Organizational Standards and ROMA Implementers

- Good, solid service provision agencies
- Well-run programs, solid program staff with program knowledge
- Some innovation and use of data for decision-making, but not often ingrained
- Community involved through Board and volunteering, but not as much on setting path, providing info on way forward, working on solutions

# 2016

- Transforming Virginia Initiative
- Working on the From and To
- Choosing one item a year to work on

## Transforming Virginia's Community Action Agency Network

FROM THIS:		TO THIS:
One more nonprofit in the community		CAA's are the recognized, go-to poverty-elimination leaders in the community
Inward focus; the CAA is knowledgeable about its own agency and services		CAA's are recognized as experts and resources on poverty, poverty resources in the community and solutions to poverty
Focused on day to day service delivery and agency survival		Focused externally on collaborative partners to reach mutual community goals
CAA plays no role in development of the broader community		CAA's have an active role in community and economic development as a solution to poverty
Little or no community voice		CAA's are recognized and acting as the community's voice (advocate) for people in poverty
CAA staff are skilled at service delivery in specific program areas		CAA includes staff with strong expertise in community problem solving, collective impact models, convening and leadership
Most agency focus is on addressing the <i>conditions</i> of poverty		Major focus is on <i>eliminating the causes</i> of poverty
Primary focus and most outcomes are at the <i>client</i> level		A major focus is on <i>community-level</i> problem solving and systemic change
People with limited income are primarily recipients of agency services		People with limited income are also engaged in meaningful ways supporting the agency mission and community change efforts

# Swift Start (TAP and New River CAA)

- Designed with a “whole family” approach, SwiftStart offers education and job training services to parents, helping them pursue or advance in middle–to high-skilled, full-time employment while assisting with quality education and care for their children
- U.S. Department of Labor grant
  - Career pathway development in three distinct middle- and high-skilled fields: healthcare, advanced manufacturing, and information technology
  - Career coaching
  - In-demand credentials that can be obtained in 2 to 18 months
  - Quality childcare while attending training/classes
  - Job placement assistance
  - Ongoing support from career mentors and other participants.



# Whole Family/Two-Gen Learning Cohort

- State Association/State Office Collaboration
- Any interested agencies
- Developing Training/Technical Assistance around Whole Family
- Developing resources
- Mentoring between agencies

# 2Gen Act Garrett County Site Visit

- May 2019
- Coordination of Agency Activities
- Client management/data system that tracks outcomes, families
- Family Coaching
- Started with a Pilot Project in approx. 2007-8
  - Several years of strategic planning and adaptation
  - 10 years to get to a place that looks like Aspen Model

# Network-led Lobbying Efforts

- Requested \$2.25 million in TANF funds
- “The goal of this pilot project is to test and evaluate concepts and specific interventions that represent two-generation or whole family strategies to alleviate multi-generational poverty. The pilot project will accelerate the development of two-generation or whole family strategies that will move families out of poverty in a variety of communities throughout the Commonwealth. The Department of Social Services shall evaluate these pilot programs and disseminate information about successful projects throughout the Commonwealth to promote adoption of effective two-generation or whole family strategies to alleviate multi-generational poverty.”

- Received \$1.125 million first year, chance for 4 more years
- State Association sought State Office lead on design/administration
- RFP for a consultant, RFA for selecting agencies
  - All applications required a Program Design (how families would be identified, how the agency would support)
  - Community inventory and community partner collaboration information (to show that they knew their partners and how to work with them)
  - Selected 6 agencies
    - Had Pools, \$5million and above, or less than \$5 million for agency budget
    - Selected 4 above, 2 below. Agencies chosen from all regions of state (not NoVA, no agencies applied)

Working with consultant, developed a Community of Practice (Family Coach Peer Group, Agency Support)

- Development of individual Program Designs
- Coordination of Training Needs
- Coordination of Resource Development
- Continuous Learning Loop



**CHILD-FOCUSED**



**CHILD-FOCUSED WITH  
PARENT ELEMENTS**

e.g., early childhood  
development, parenting  
skills, family literacy, and  
health screenings



**PARENT-FOCUSED WITH  
CHILD ELEMENTS**

e.g., child care, workforce  
programs, food and nutrition,  
and supports for student parents



**PARENT-FOCUSED**

**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

- Program Design (Pilot Project is the key)
  - Most Whole Family/Two-Gen projects begin with the approach, changing the agency before starting the work
  - Ours is a bottom up model
    - Agency hires Family Coach (dedicated only to this project, not an existing staff with other duties)
    - Pilot Project uses a Community of Practice to have all chosen agencies work together in program design, training, learning, resource development
    - Family choice, family assessments (5 to 15 families)
      - Community of Practice is determining a matrix for intake that can feed into any Family Assessment
    - Determine all services needed by assessment
      - Develop a revised budget based on services
    - Delivery of services and primary work with families for first year
      - We know it will take more than this first year to bring a family to self-sufficiency

- First year funding priorities:
- Family Coach and support/training for that person
- Services for families (internal, external, can be anything that is assessed)
- Necessary database/tracking improvements to ensure we have good data and a good family plan



## We want to know:

- how much it actually costs to bring a family to full self-sufficiency (real costs)
- barriers to doing so
- What do coaches need for support?
- What agency actions make success/challenges?
- What things about the community and partners seem to help/hinder?
- What lessons can we learn for agencies with like structures/situations, or generally?
- How does data collection planning, data use, and data analysis impact the agency experience?

- Evaluate and assess for the first year, develop priorities for subsequent years
  - More of the organizational culture, social equity?
  - More agency improvements?
  - Broaden the pool?

# So many things sprout once you start...

- Statewide Convening coming in April
- Statewide and local DSS offices, Community Action Agencies, Local Departments of Health, Workforce Investment Boards
  - Beginning conversations on how these different systems/entities could function within a community to better align

# Thoughts/questions?

- Virginia Department of Social Services
  - Matt Fitzgerald [matt.fitzgerald@dss.Virginia.gov](mailto:matt.fitzgerald@dss.Virginia.gov)
  - 804-726-7142



# VISION

To achieve a better Puerto Rico from their base, their communities turning them into progressive, sustainable and safe places, which are examples of solidarity and development. Culminate with vulnerability, social disadvantage and marginalization, creating a fair and prosperous society for all.

# Mission

Promote a new social contract, to improve Puerto Rico. Support and work together with the community leadership in the design and implementation of solutions to their problems. Reformulate government strategies in order to reduce poverty by 50%.



# Poverty in Puerto Rico



# Population relocated

# 241 k

**Numbers still growing**

## Movers

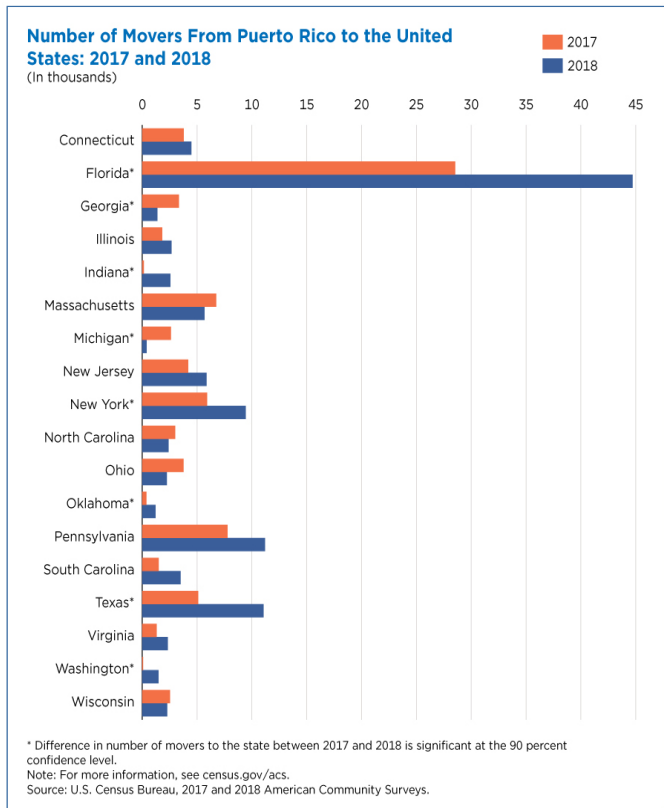
The number of people living in Puerto Rico decreased by 142,000 (4.4%) from 3,337,000 in 2017 to 3,195,000 in 2018.

## State destination

One-third (33.5%) of all Puerto Ricans who moved to the mainland United States in 2018 moved to Florida.



# State Destinations



More people moved from Puerto Rico to Florida, Indiana, New York, Oklahoma, Texas and Washington in 2018 than in the prior year.

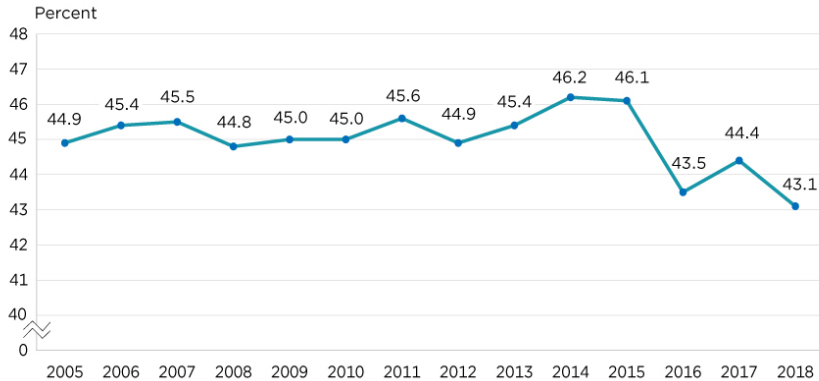
Figure 2 shows states with at least 2,000 people who moved from Puerto Rico in 2017 and 2018, along with states that had a significant change in the number of people moving from Puerto Rico.

One-third (33.5%) of all Puerto Ricans who moved to the mainland United States in 2018 moved to Florida. Popular destinations in previous years, Michigan and Georgia, experienced a decline in the number of Puerto Ricans moving there.



# Poverty rates Percentages

**Poverty Rates in Puerto Rico Over Time**



Note: For more information, see [census.gov/acs](https://census.gov/acs).

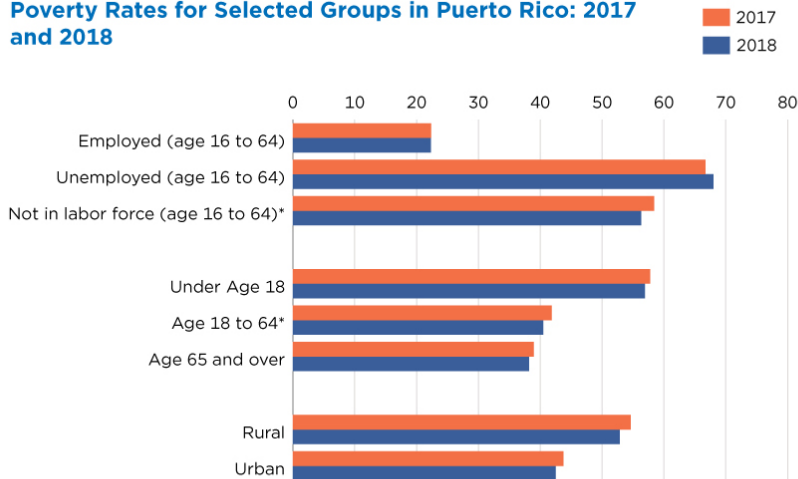
Source: U.S. Census Bureau, 2005 through 2018 Puerto Rico Community Surveys.



# Puerto Rico

## Poverty Rates

**Poverty Rates for Selected Groups in Puerto Rico: 2017 and 2018**



\* Difference in poverty rates between years is significant at the 90 percent confidence level.

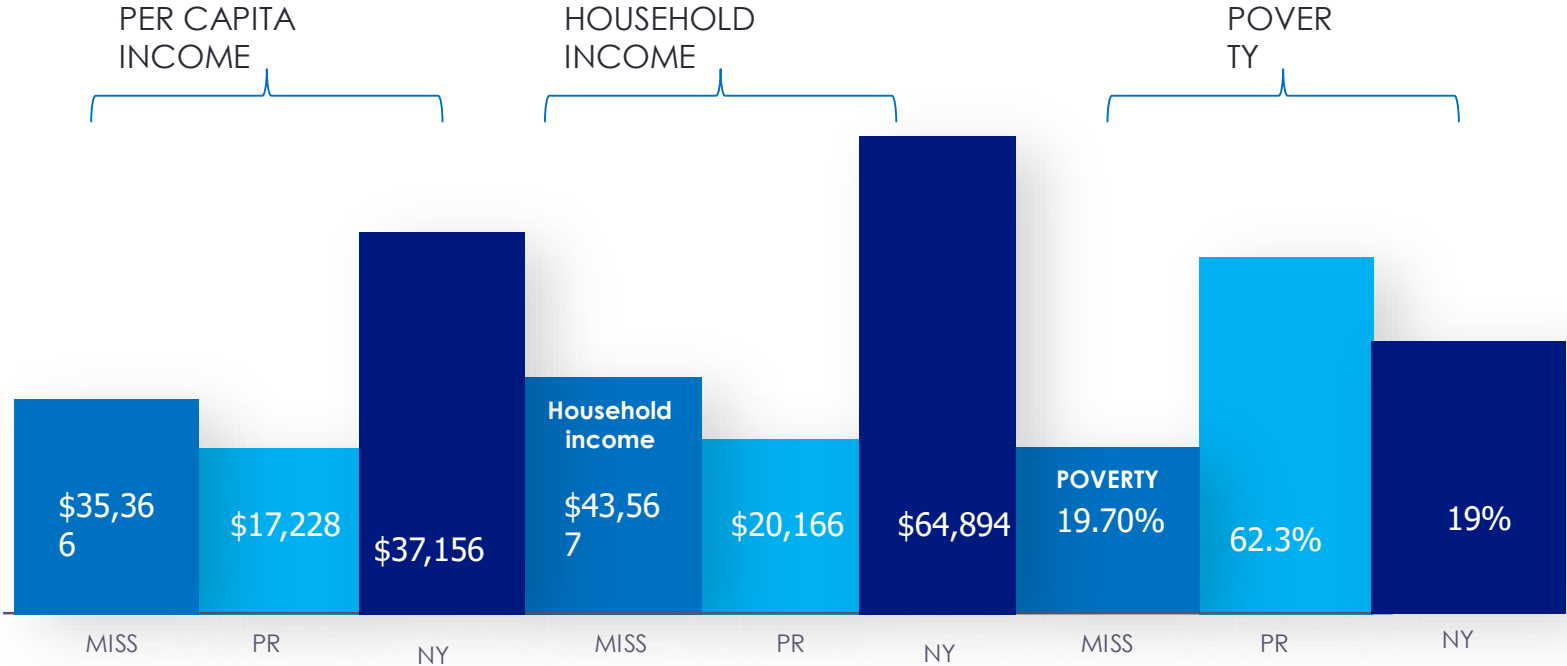
Note: For more information, see [census.gov/acs](https://census.gov/acs).

Source: U.S. Census Bureau, 2017 and 2018 Puerto Rico Community Surveys.



# Puerto Rico v Mississippi

Even Mississippi, the poorest state in the Union, has improved its national standing. In 1970, Mississippi's per capita income was \$2,641, about half the national average. Today it is \$35,186, roughly 2/3 of the national average.





NEW SOCIAL PACT



NEW GOVERNMENT STRATEGIES



HOLISTIC APPROACH PLAN



CAPACITY BUILDING



BETTER INFRASTRUCTURE



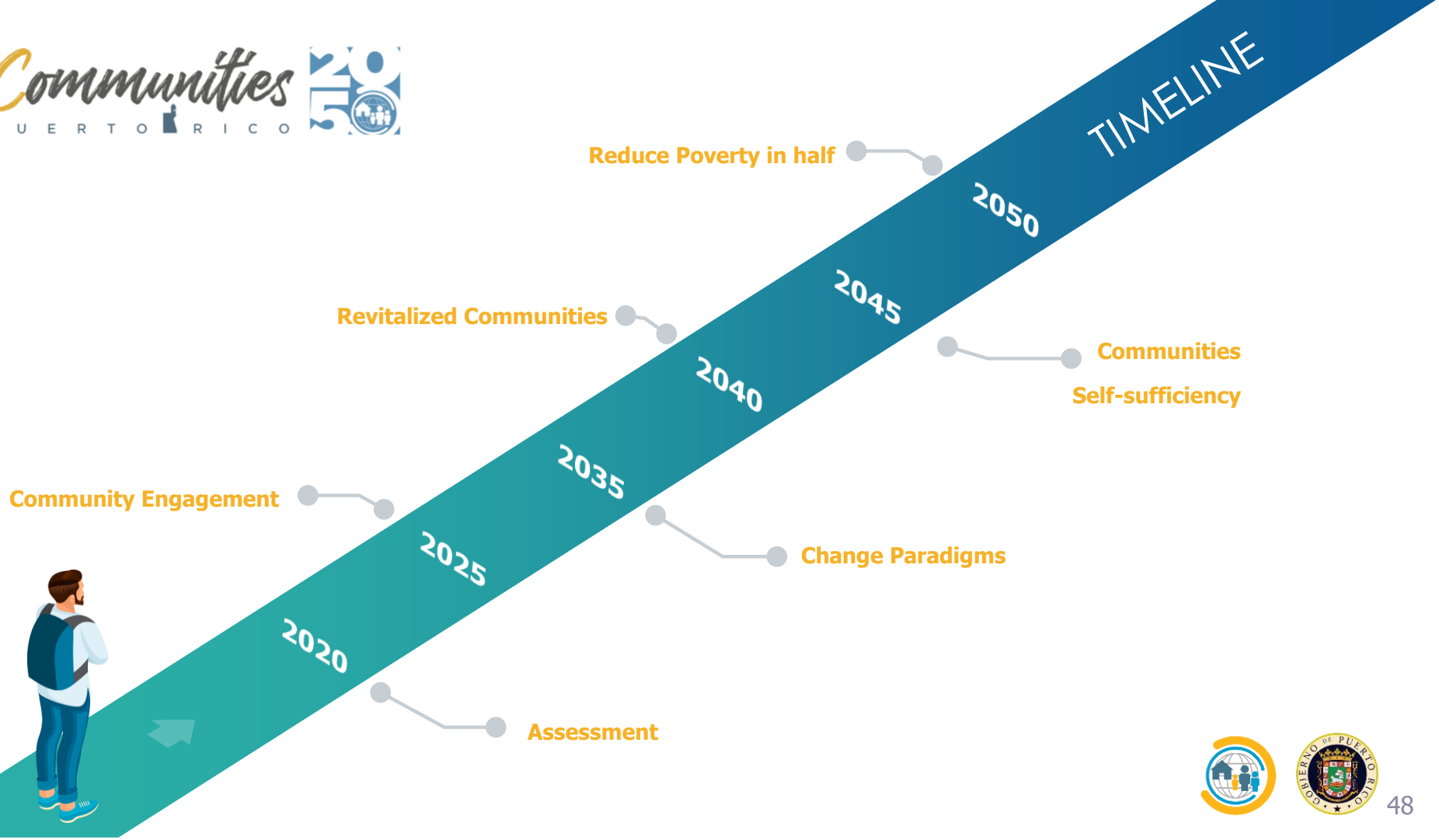
NEW EDUCATIONAL STRATEGY

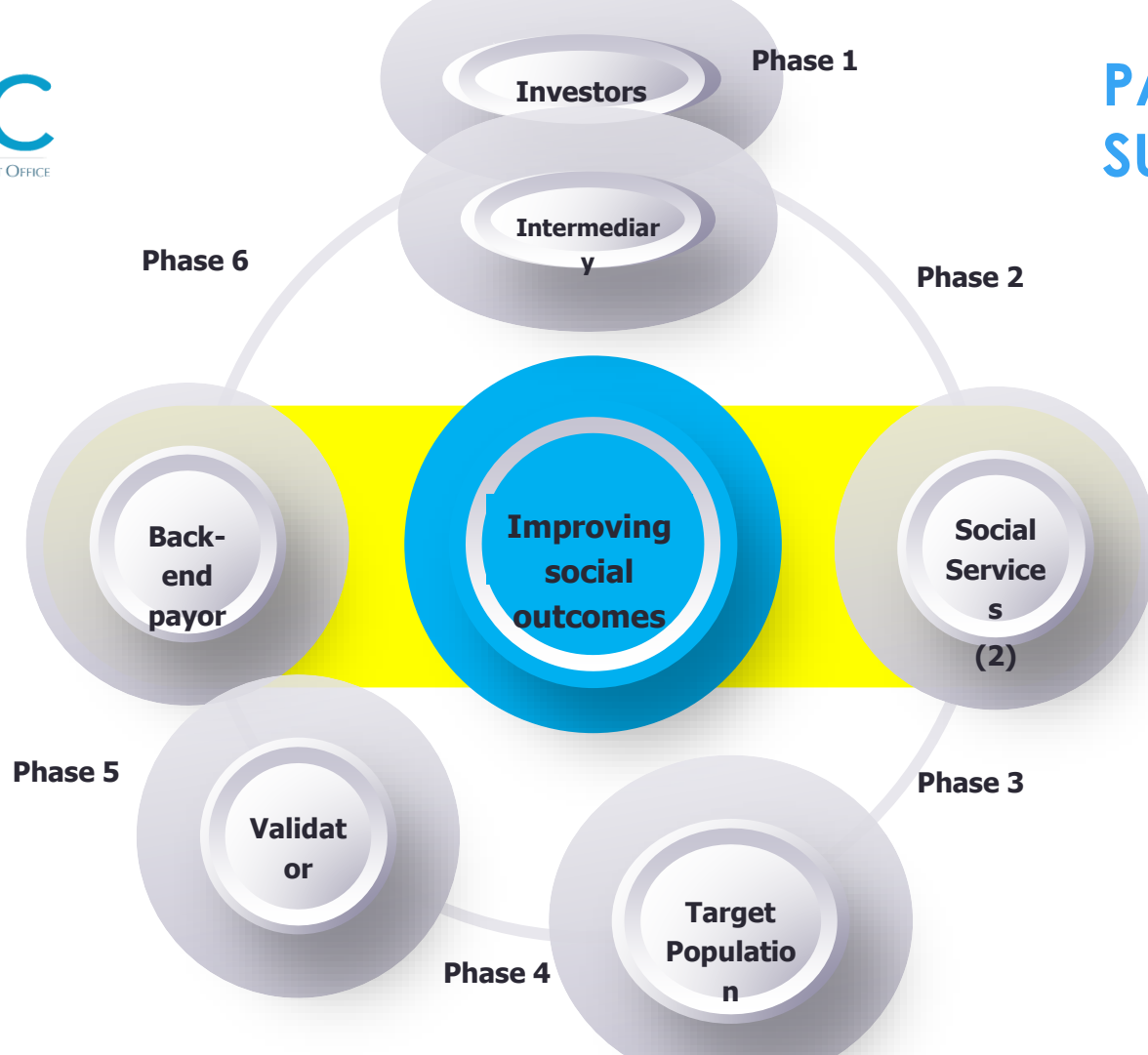


INCREASE LABOR PARTICIPATION



SOCIAL EMPOWERMENT







# Poverty

The poverty rate in Puerto Rico decreased by 1.3 percentage points, from 44.4% in 2017 to 43.1% in 2018. However, poverty in Puerto Rico is still much higher than the U.S. national rate of 13.1% and is more than double the poverty rate of 19.7% in Mississippi, which had among the highest state poverty rates in 2018. Figure 3 provides some historical perspective on the poverty rate in Puerto Rico.

## Age

The age composition of the Puerto Rican population has changed, with a 1.1 percentage point decline in the share of children under age 18 and a 1.0 percentage point increase in the share of the older population age 65 or older.

## Rates

Since children generally have higher poverty rates than those age 65 or older, 56.9% compared to 38.2% for 2018, these changes also impact the overall poverty rate.

## Rural

Finally, the percentage of people living in rural areas of Puerto Rico decreased as a percentage of the overall population. People in rural areas have higher poverty rates than people in urban areas (52.8% compared to 42.5% in 2018).



# ANALYSIS

# State Analysis

In 1970, Puerto Rico's per capita income was approximately 66% of Mississippi's per capita income. In 2010, Puerto Rico's per capita income was roughly 53% of Mississippi's per capita income. In 2015, Puerto Rico's per capita income was 45% of Mississippi's.

In terms of dollars, Puerto Rico's per capita income in 1970 was \$891 lower than Mississippi's (\$2,641 vs. \$1,750). By 2010, the difference was \$14,626 (\$31,186 vs. \$16,560). In 2015, Mississippi's was \$40,593 and Puerto Rico's was \$18,626.

In Florida, Puerto Rico's per capita income was approximately 44% of Florida's per capita income in 1970 (\$4,006 vs. \$1,750). By 2010, Puerto Rico's per capita income remained at roughly 42% of Florida's per capita income (\$39,272 vs. \$16,560). In 2015, Puerto Rico's was 37% of Florida's.

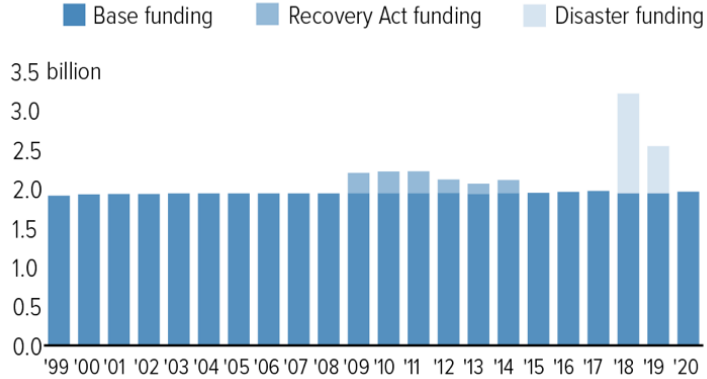
In New York, Puerto Rico's per capita income was approximately 36% of New York's per capita income in 1970 (\$4,887 vs. \$1,750). By 2010, Puerto Rico's per capita income decreased slightly to 34% of New York's per capita income (\$48,821 vs. \$16,560). By 2015, Puerto Rico's per capita income was just 30% of New York's.



# Puerto Rico Food and Nutrition Service

## Base NAP Funding Flat in Recent Decades

Puerto Rico's Nutrition Assistance Program funding by fiscal year



Notes: Adjusted for food inflation using the Agriculture Department's Thrifty Food Plans from June 1998 to June 2019. In fiscal years 2009-2014, NAP received supplemental funding through the 2009 Recovery Act. Congress authorized additional funding following hurricanes Irma and Maria in fall of 2017 totaling \$1.27 billion, spent over fiscal years 2018 and 2019, and an additional \$600 million in disaster funding for NAP in 2019, spent over fiscal years 2019 and 2020.

Source: Food and Nutrition Service/Nutrition Assistance Program reported data



# After Maria

Lessons learned after Maria are valuable in so many ways. We learn our weaknesses and strengths when it comes to a catastrophe of this magnitude.

What we accomplished, with our limited resources should teach us how to better deployed our efforts and coordinate our strategies, not only for climate crisis but for other crisis as well, like poverty.



"You are the only problem you will ever have and you are the only solution. Change is inevitable, personal growth is always a personal decision."

— Bob Proctor

# Our Core Values

- **Dignity** – We believe every individual is inherently valuable and has the potential to rise above vulnerable circumstances when appropriately supported and encouraged;
- **Society** – We believe the role of society is to collectively support the conditions needed to grow people beyond vulnerability to reduce their dependence on public support;
- **Work** – We believe all who can work must work. Work with life sustaining wages is essential to growing capacity of individuals and families, providing a pathway for economic mobility; \*



# Our Core Values

- **Responsibility** – We believe each person is ultimately responsible for their future and needs to be a positive contributor to their community and a participant in their own well-being.
- **Impact** – We believe we must measure what we seek to achieve. The ultimate objective is to directly measure the growing capacity and resilience of individuals, families, and communities and the reduction of dependency on external support.





# Our State Goals

- **Goal 1** – Procure to comply with Section 678 B Monitoring of Eligible Entities of the CSBG Act; will conduct comprehensive on site review of the four (4) eligible entities at least once every three years, in order to determine whether eligible entities meet the performance goals, administrative and financial standards and other requirements as well.
- **Goal 2** – Conduct an updated need assessment on poverty, to determine the critical geographic area, vulnerable population and to identify the most promising program strategies, based on scientific evidence to meet the most critical needs of low-income people.



# Our State Goals

- **Goal 3** – Implement the methodology suggested in the study carried out by the CSBG Program on measurements of poverty indicators.
- **Goal 4** – To provide training and technical assistance to ensure that 75% of sub-grantees can meet new Federal organizational standards.
- **Goal 5** – Funds will be distributed in a timely manner and in accordance with applicable federal and state laws and regulations.





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**WHATEVER THE MIND OF MAN CAN  
CONCEIVE AND BELIEVE, IT CAN  
ACHIEVE.**

**THE STARTING POINT OF ALL  
ACHIEVEMENT IS DESIRE.  
IF YOU CANNOT DO GREAT THINGS, DO  
SMALL THINGS IN A GREAT WAY.**

**- NAPOLEON  
HILL -**

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